WASHINGTON AND LEE UNIVERSITY
30TH ANNUAL

Employee Recognition Program

April 19, 2021
10 a.m.
WASHINGTON AND LEE UNIVERSITY

Employee Recognition Program

APRIL 19, 2021
10 A.M.

Program

Introduction
MARY E. MAIN
Executive Director of Human Resources

Main Speaker
WILLIAM C. DUDLEY
President

Retiree and Seniority Recognitions
MARY E. MAIN
<table>
<thead>
<tr>
<th>Name</th>
<th>Years</th>
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<tbody>
<tr>
<td>Linda Agnor</td>
<td>1964–2019</td>
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<tr>
<td>Billy Bryant</td>
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<td>Jerry Clark</td>
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<td>Ricky Clifton</td>
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<td>Melissa Cox</td>
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<td>Mark Craney</td>
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<td>Judy Frasier</td>
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<td>George Graves</td>
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<td>Cynthia Hintze</td>
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<td>John Jacob</td>
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<td>Dale Lyle</td>
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<td>Andrew Martin</td>
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<td>Jeff Overholtzer</td>
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<td>Barbara Rowe</td>
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<td>2007–2019</td>
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<td>Jane Smith</td>
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### 2020 STAFF ANNIVERSARIES

#### 55 YEARS
- Linda Agnor

#### 40 YEARS
- Bernard Butler
- Martha Rowsey
- Wanda Scott
- Judy Stinson

#### 35 YEARS
- Sandy O’Connell

#### 30 YEARS
- Debbie Alden
- Melissa Cox
- David Glassford
- John Hellmuth
- Larry Hostetter
- Sheryl Salm
- Deborah Stoner

#### 25 YEARS
- Lisa Dunlap
- Patricia Johnson
- Penny Patterson
- Judi Rhodes
- Dirk van Assendelft
- Denise Watts

#### 20 YEARS
- Chris Adkins
- Elizabeth Branner
- Patti Colliton
- Zola Goodbar
- Nick Gualtieri
- Peter Jetton
- James Kaster
- Jan Kaufman
- Cindy Moore
- Rhonda Rhodenizer
- Dean Tallman

#### 15 YEARS
- Kelly Bezold
- Frances Bryant
- Florentina Butler
- Dennis Cross
- Todd Goetz
- Tom Kalasky
- Jane McDonald
- Lucy Raney
- Jason Rodocker
- Rick Rogers
- K.C. Schaefer
- Alicia Shires
- Jane Stewart
- Suzannah Vess
- Joyce Zimbro

#### 10 YEARS
- Brandon Bucy
- Justin Cash
- Shannon Clark
- Judy Frasier
- Jim Goodwin
- Kelsey Goodwin
- Lauren Kozak
- Shelly Lloyd
- Wendy Lovell
- Melanie Mabry
- Nancy McIntyre
- Joan Millon

Recognition is based on the number of years of service between July 4, 2019 and July 3, 2020.
<table>
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<tr>
<th>Name</th>
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<td>David Arthur</td>
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<td>Alan Black</td>
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<td>Carol Blair</td>
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<td>Fontanne Bostic</td>
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<td>Cricket Brittigan</td>
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<td>Rocky Brown</td>
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<td>Deborah Caylor</td>
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<td>Dennis Cross</td>
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<td>Lisa Datz</td>
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<td>Zola Goodbar</td>
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<td>Steven Goryl</td>
<td>2007–2021</td>
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<td>Brenda Hartless</td>
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<td>Francis Haston</td>
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<td>Ted Hickman</td>
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<td>Nancy Wade</td>
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2021 retirees
### 2021 Staff Anniversaries

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<th>40 YEARS</th>
<th>35 YEARS</th>
<th>30 YEARS</th>
<th>25 YEARS</th>
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<td>Rebecca Cooper</td>
<td>Beau Dudley</td>
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<td>Brandon Craney</td>
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<td>Sidney Evans</td>
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<td>Mike Mayo</td>
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<td>Andrea Hilton</td>
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<td>Cody Lunsford</td>
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<td>John White</td>
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Recognition is based on the number of years of service between July 4, 2020 and July 3, 2021.
I graduated from high school in June and had applied to Dunsmore Business College in Staunton. When I got there, I was disappointed in their business equipment. I decided to come home and apply for jobs locally, so I applied at W&L and at the bank. The secretary of Buildings and Grounds was getting ready to move away with her husband, who was over the Computer Center at W&L. Therefore, they called me to come to work on December 14, 1964. Mr. Brady was my boss, and he was the kindest and nicest boss a person could have. The bank called me the next day, so I had a choice, and I am so thankful that I chose W&L. My childhood friend that had enrolled in Dunsmore took the job at the bank.

When I first came here, we had no computers; we had a limited B&G workforce. We wrote our work orders on a sheet of paper and took it to the shop where the workforce was. I had limited work to do, but in order to make the day go by faster, I helped in the Copy Center (it was known as the mimeograph office) and the mailroom. They were in the same building. The person that picked up the mail sorted the mail into pigeonholes, then the custodians picked it up and carried it to the different buildings, left it at the mail area, and everyone in the building picked up their mail from there. See how far we have come?

Over 55 years, there have been so many great memories that it is hard to focus on one. I have worked under about eight presidents and acting presidents, seen buildings torn down and new ones constructed. I’ve been a part of many events, including graduations, reunions, convocations, orientations, inaugurations and Mock Conventions. I’ve watched students come and go. I have seen many changes – some good and some not as good. Nevertheless, overall I am so thankful that the university gave me an opportunity to make these memories.

What I will miss most is the people. W&L has a wonderful working force that makes the university a place that you feel special to be a part of. I tell Facilities workforce that the university is like a big beautiful clock that people admire when they walk by but they don’t see the “inners” which is the workforce that makes the clock work and makes it even more beautiful as well as practical.

In retirement, I will be going to flea markets and craft shows!

From Supervisor Randolph Hare

Linda cared deeply about what she considered to be in the best interest of the university and the Facilities staff. The staff recognized her as a champion of their interests. Far more people came to her with their concerns than to me. Linda would make me aware of issues that were beginning to surface, affording me the opportunity to address these in a timely manner. She offered her advice freely and often, and it was advice I valued. She was a trusted confidant and someone I could bounce ideas off of. Linda was quick to inform me what she viewed as a good decision and occasionally acknowledged that “perhaps” I had made a good decision. In the end, she was always supportive.
Linda kept the staff informed of university- and Facility-related events. She took notes during supervisory meetings. She kept meticulous and detailed notes on university events to enable our department to fully support these activities. When it came to set ups and events, she wanted to make sure that “every I was dotted and every T was crossed.” As mentioned earlier, she was always willing to extend a listening ear and an open door to anyone who stopped by her office.

I will miss the daily chats as well as her heartfelt advice, and I am grateful for all the support she has provided that greatly contributed to my success.
My father and uncle worked for W&L in the ’60s and retired. I grew up around the W&L community, worked two summers and became acquainted with many nice people. Twenty years later, I applied for a job in the electric shop and was hired as an electrician in 1996.

Particularly memorable was when my son, Lucas, came to work at W&L in 2016 in the HVAC Department. He was the third generation of the Arthur family to work for W&L. W&L’s 250th anniversary celebration was another memorable experience.

I’m going to miss the people and the friendships I made while working here. My wife and I are looking forward to traveling, hunting, camping and visiting with old friends.

From Supervisor Tracy Huffer

David was always the first one to work in the mornings. No one knows for sure what time he comes in. He taught us that you can still have a great attitude even when life or work gets you down, and he was always smiling. He put many miles on his van and made sure Davidson Park was always in good working order. Seriously, he was a great team member and always completed any projects he was assigned. He met some famous people during his career with W&L. I can’t elaborate on his stories, but I think David and Wille Nelson had a lot in common.
BOBBY BANE
MECHANIC SUPERVISOR, UNIVERSITY FACILITIES
1980–2020

From Supervisor Brendan Perry

Bobby took care of the Auto Shop business quietly, without any fuss. I rarely had to check in with Bobby, just occasionally to see if there was anything I could do to help him out. Bobby liked the expression “If your heart’s not in it, then why are you?” That saying helps me strive to find what I love in my job. Bobby had a quiet, can-do attitude and took care of the vehicle fleet for over 40 years. He kept a wide range of cars, trucks, tractors, lawnmowers and other small engines of various age and condition running, which in turn kept the campus running and the grounds in top condition. We’ll miss Bobby’s many years of experience, good attitude and sense of humor.
My most memorable experiences include working on the 250-year celebration. It was a lot of work but fun to work on. I remember another time when Dean Heatley wanted a special carpet in his office in Early Fielding. They installed the carpet and when they went to hook up the computers, nothing would work. They called technical services and they couldn’t fix it. Mr. Brown had a good laugh when I found the power strip wasn’t plugged in! Another time, Randolph Hare and another employee got into a heated argument because of weather-related conditions. Digger Swink broke the tension by walking in between them and saying, “They call me Swinkie-poo.” I’m going to miss friendships I made.

I don’t have plans for retirement. I may travel a little after the virus is gone.

From Supervisor Janie Hotinger

Alan was dependable and always here. He was very polite, always laughing and consistent with his job duties. He never wavered in his routine and was always willing to help out. He kept the light bulbs changed and the equipment working. He would notify us if something was wrong. He is missed by us all, and he makes a mean pineapple upside-down cake.
I started at W&L in 1983. I had been working at a newspaper, “The Free Bee,” until it closed in 1982. Mr. Leach, the University Librarian, hired me to work at the library because I had “computer experience” from doing computer typesetting at the paper. Computing was more like “coding” in those days, and working with “strings of code” and not seeing what your document looked like in bold and different sizes of fonts. I hadn’t done any library work at all.

I started as an acquisitions assistant, and that’s what I stayed – even though the job changed a lot. When I started, we all had a typewriter on our desks! Our orders for books were typed on a 3x5 multi-part form. Today, all that is done via computer. The costs of the materials are totaled on the library system, not added by hand on a calculator.

Part of my job is unpacking and searching the gift books that are donated to the library. I’ve found many interesting things opening old boxes of books: bugs, mold, photographs, letters, diaries, stamps and some very nice autographed copies of rare and scarce materials. We’ve had books signed by presidents and rare autographed copies of a title by Pearl S. Buck.

I will miss all the people at W&L. In retirement, I plan to play golf and do more painting. Margaret Samdahl and I have our second book coming out sometime in the next few months. I enjoy illustrating her writings!

From Supervisor John Tombarge

I will remember Carol’s artistry. She is a gifted painter, and she brings creativity and an artist’s eye to everything she does. She taught me to pay more attention to the details and look for the interconnections between them. There is always more to a situation than you see at first glance. She is a font of wisdom, a source for institutional history and an excellent administrator with the ability to keep work flowing and on schedule.

I will miss the friendly conversations and the concern she expressed for her colleagues. Carol is always willing to take on new challenges, which makes working with her fun and easy. She is less concerned about whose responsibility something is than about achieving a successful outcome. She was always one you could count on to show at social gatherings as well as work sessions with the willingness to be part of what was going on. I will miss being able to talk through problems and issues to reach the best resolution.
I had just finished my two years in business school, had been working part time at VMI during school and needed a full-time job. I didn’t want to leave the area as I was still living at home. I must give a special thanks to Pat Larew for recommending to Bob Yevich that he hire me, and to Bob for taking a chance on me.

An especially fond memory is when I was asked to be the advisor for the Superdance Committee, a benefit committee raising money for Jerry’s Kids and Muscular Dystrophy. It was called “Dancing for those that Can’t,” and it was a 30-hour dance marathon. Participants raised money to dance. I loved working with the students and helping them organize and raise in excess of $25,000 in multiple years. One year, the two co-chairmen were invited to go to Las Vegas to present W&L’s check to Jerry Lewis on live TV, on the Jerry Lewis Telethon. Both of the guys were starting their career that summer and weren’t able to go. They asked me to go. I had never flown or been to Las Vegas. What an experience for this small-town girl! One of my greatest joys at W&L was being a part of the lives of the students.

I will miss the W&L community; they are like my family. I have met so many students, faculty and staff, and I have been honored to be a part of their experiences, watching them grow in their own way and being a part of their accomplishments. I will miss each and every one of you.

With COVID, traveling during retirement will have to wait. I guess that means I will need to stop procrastinating and clean out those closets that I have been putting off for the past 40 years. I’ll be able to spend more time with my little ones. I love my family. I do plan to do a little traveling after the pandemic.

The opportunities I have been given during my 49 years working here are something I will always cherish. Washington and Lee University is a part of my life, and although I am starting a new chapter, the memories of my time here will always be in my heart!

From Supervisor Steve McAllister

I will always remember Fontanne’s ability to recall interactions with students, faculty and staff from early in her career as though it was just yesterday, and always in a positive and caring way. What I learned from Fontanne: Loyalty. She connected with W&L, and it was clear over the last several years, as I worked more closely with Fontanne, that the connection she felt was based on a love and respect for the university and its people. It is this commitment that makes W&L such a special place to work. It is also this connection that allowed Fontanne to adapt to changing work environments over a career that spanned more than 48 years, even when there were times that she didn’t believe the change was going to work for her. It always did, as Fontanne has a way of making connections.

One of her contributions to the department and fellow coworkers is the warmth that becomes obvious as you get to work with her, and that would always come through in the day-to-day interactions. But Fontanne, through her length of service, had also seen a lot at the university,
and so she brought perspective and insight into questions that would be posed in the office. And because Fontanne had such varied roles and experiences, she often had insight on how to do something or how to get something done at the university (with it occasionally being a nudge that she knew how to do your job better than you did).

I will miss her sense of humor and knowledge of trivia. In our weekly meetings on Monday mornings, we would often spend a minute discussing something that we had watched or heard over the weekend. Invariably, these conversations would often turn into a question about a show, actor or musician, and often from the past. I always felt pretty good about my own trivia knowledge of such topics until I realized that Fontanne is the Wikipedia of past pop culture trivia. All of us in the Finance and Business Office want to see Fontanne enjoy retirement and have the opportunity to travel more freely. Her two favorite destinations are the Outer Banks and Charlestown, where she can go to the horse races and hit the slot machines (and most people don’t realize that Business Office personnel actually do know how to have fun).
I started at W&L in 1998. My sister, Betty Sue Moore, told me there was an opening for a custodian in one of the fraternity houses. I applied and was hired on temporarily, then moved to full time. I will miss my co-workers and the library staff the most. I hope to be able to spend time with my baby granddaughter. I also hope to get back to working on my old cars and just hanging out and enjoying life.

From Supervisor Janie Hotinger

Rocky was dependable. He is very polite, always smiling, and was consistent doing his job. He never wavered in his routine and was always willing to help out. He kept the light bulbs changed so he could say he kept the lights on. I’ll miss his cooperation and kind words to everyone.
I started as a staff accountant in 1988. I will miss interacting with my office mates. I plan to enjoy time with my grandkids.

*From Supervisor Steve McAllister*

Deborah is among the most selfless people I have ever known. She consistently puts the needs of others ahead of herself, and this characterized her leadership of the Business Office over many years. Her caring style and desire to have others reach their potential has made her mark on the office over the years.

Deborah demonstrated leadership through her own strong work effort. There was no task too big or too small within the Business Office that Deborah was unwilling to do. If a staff member was out for an extended period, Deborah would pitch in to help cover the work load. She always strived to improve processes and systems. I remember the number of hours Deborah put in at the office during my early time as vice president, especially during audit season, when the workweek would extend well into the weekends and evening hours. Never once did she raise a concern about the workload.

While Deborah had to enforce policy and rules at times, behind the scenes she demonstrated great compassion and empathy for her staff and fellow employees. While I imagine everyone has heard Deborah say “No” in a blunt and matter-of-fact manner, she also worked to make certain that she understood situations and how to accommodate requests when there were unusual or extenuating circumstances.

It is selfish to say, but I never had to give thought to the level of accuracy of financial information while Deborah was associate treasurer and controller. I will miss this. She had a consistency for high quality and detailed work that always made my job easier. The other thing I miss is her wicked sense of humor, which would show up every now and then at our weekly meetings. She will always be a colleague I will treasure because of how good she was at the job, but also because she is a good person.

It may surprise some to learn that Deborah is a very skilled practical joker, and she found many opportunities to plan and execute a joke. Whether she was embedding rubber mice in various places in the office following an infestation of the real creatures, asking everyone in the office to show up in white shirts with monograms and ties to have some fun with me, or taping off the outline of a dead body in the auditors’ work room during an unusually challenging audit, Deborah knows how to deliver on a joke.
I was putting the storm drain in from Jefferson Street to up beside the Morris House. I looked up and saw two guys, Jack Arthur and Arnold Slagle, coming out of one of the buildings. I asked if they needed any help at Washington and Lee University and was told “no.” About a week later, I saw them again and they told me to come apply for the plumbing job in the fraternities. I did and was hired.

I will miss the people at the university. I miss the “family” atmosphere and fellowship with my friends and other employees. And I miss being part of that family that made everyone feel unique and special.

I have had the opportunity over the last 39 years to work with many people on campus during my side jobs. I have gotten to know them on a more personal level, and relationships have grown outside of work. I appreciate and value the many people that I have come to know.

I hope that my wife and I will be able to do some traveling in retirement, preferably jumping on a train out west and stopping to see sights along the way. At the end of the day, I’ll hang my hat at 662 Smokey Row Road!
From Supervisor Dayo Abah

I will remember her diligence and dedication to her work and the people with whom she works. Also her selflessness, care for others around her, resourcefulness and helpful attitude.

I learned from Melissa that everyone matters. Melissa lavishes attention on everyone around her, whether it is students, faculty, staff or alumni. She is genuinely interested in what interests those around her, what bothers them and what excites them. This allows her to get to know people beyond the superficial level and have meaningful relationships with them.

Beyond fulfilling her job description at a highly efficient level, Melissa contributed joyfulness and a welcoming attitude to the department. She is very solicitous of everyone who comes into the department, which creates at atmosphere of care and thoughtfulness that permeates the building.

We will miss her joyfulness, her compassion and her welcoming attitude. Melissa is the institutional memory for the department. You can always count on her to remember how things were done and make suggestions for how a complex task might be completed. She is very helpful and results-oriented, and I am going to miss all of that.

Melissa is the kind of individual everyone should have in his or her life. She is supportive and always willing to help, whether it is a work-related problem or a personal problem. She notices when you are happy and when you are not, and she always offers to perform tasks even when they are outside of her normal duties. However, the biggest loss to the department in Melissa's retirement is her institutional memory and her kindness to everyone, especially our alums. Melissa's retirement announcement on our Facebook page received the highest number of comments our Facebook page has seen in years, if not the most ever. She has built enduring relationships with our students and alums such that many of them could not imagine Reid Hall without Melissa Cox. She is much beloved by students, staff, faculty and alums and will be terribly missed.
I was the vice president for development at William and Mary and received a call to gauge my interest in the position of vice president for university advancement at W&L. While I was happy at William and Mary, I decided to pursue the W&L position as a way to assume broader responsibilities, to return to private education after working in public education for 12 years at UNC-Chapel Hill and William and Mary, and to live in a part of Virginia I love. I retired in my 17th year as Vice President for University Advancement, the only role I had at W&L.

There are many memorable moments, but an important experience is the first meeting of the Campaign Cabinet for the Honor Our Past, Build Our Future campaign in New York City in November 2008. We had recently started one of the largest campaigns at a liberal arts college with a working goal of $400-450 million, and the cabinet meeting occurred during the lowest point of the 2008-2009 severe economic and financial downturn. A few members of the Campaign Cabinet and the Board of Trustees wondered whether we should pause the campaign until conditions improved. My recommendation was to forge ahead because we were early in the campaign, had received a couple of significant commitments, and were operating under a seven-year campaign plan that would guide the myriad aspects of a multi-year campaign. The plan could accommodate a financial or economic challenge along the way.

Luckily, the cabinet and the trustees approved proceeding and not suspending the campaign. The decision was key in concluding the campaign in June 2015, on time and with a result that was the second-largest campaign ever at a liberal arts college: $542.5 million, exceeding the public goal of $500 million announced in October 2010. It would have been difficult to achieve the record result on time if the campaign had been suspended in 2008. The university benefited tremendously from the achievements of the campaign and the confidence shown by trustees in the Advancement staff, their professionalism and experience, and in a detailed, comprehensive campaign plan.

Luckily, my wife Susan and I plan to continue living in Lexington. We like that Lexington is historic, artsy, friendly, and a two-college town in a gorgeous part of the country. I look forward to taking full advantage of university programs and benefits accessible to retirees. I look forward to remaining in touch with colleagues and faculty and staff as friends. As the retired VP for Advancement, I would be remiss if I did not add that I will continue being involved as a donor and member of The President’s Society.

I plan to use free time to research family history; pursue heritage, historical and cultural travel; visit and watch professional baseball games in places like Japan, South Korea, Europe, Latin America and the Caribbean; write a book on fundraising and advancement that is helpful to professionals, administrative leaders and volunteers; consult when I believe I can be useful; spend time with Susan and our children; and keep in contact with friends and colleagues throughout my life in a more intentional way.
From Supervisor Will Dudley

Dennis led Advancement at W&L for 16 years, and it’s difficult to overstate his contributions to the department, the university and his colleagues. He set an example with his work ethic and high standards. Under his leadership, W&L achieved an enviable national reputation for alumni engagement and fundraising. Financial support established new records and made possible improvements to every area of the university.

I loved traveling with Dennis. We spent a lot of time on the road together, and it was always interesting and enjoyable. We talked about books, sports, music, history and the human condition. Dennis is a great conversation partner.

I’ll remember most that Dennis loves people. He takes a genuine interest in everyone and is always eager to strike up a conversation, whether in an airplane, in a coffee shop or in a taxi. His enthusiasm is contagious and draws people to him. He makes friends wherever he goes. He treats people the right way. He’s respectful, patient and a good listener. We would all do well to emulate that approach.
My most memorable experience was not long after beginning the job, when I was processing a payroll and studying the screen and Les was anxious for me to just get the process done. He quipped, “Just click the button!” That has been a revolving joke through my years at W&L. One day, I was able to turn that quip around and use it on Les. We got a huge laugh out of that. He has always tried to rush me, but I am not the rushing kind of worker.

I will probably miss the scheduled routine and deadlines. I will miss all the wonderful folks I have met and been able to work with.

I have no real retirement plans, just the normal stuff retirees do – do nothing, worry about money and play with the granddaughter. I will probably delve into one of my favorite things to do, and that is genealogy research.

From Supervisor Les Gearhart

I have had the pleasure of supervising Carolyn for almost 13 years. She is one of the most trustworthy and reliable co-workers I’ve ever encountered. She often works through illness and life events to process payrolls on time. During payroll processing weeks, she starts early and works late. I once described Carolyn as being “sick as a moose” due to a hacking and wailing cough but she refused to go home and continued processing payroll. She pays meticulous attention to details, and I can always depend on her when something has to be reviewed for accuracy. If there is an issue or error, I can always depend on Carolyn to find it.

Carolyn taught me to slow down, and do one thing at a time or I’ll mess up. She cannot be rushed — she simply does one thing at a time, does it very well, and then moves on. I am always trying to get her to speed up, and she is always trying to get me to slow down!

Her written procedures are so detailed, someone can literally walk in off the street and process our payrolls. Her ability to create instructions / procedures / calendars / schedules will be greatly missed. She is also a great team player and always willing to help in any area needed. She will be greatly missed when it comes to starting the Happy Birthday “sing-a-longs” for our office birthday parties.

When introducing or describing Carolyn to others, I always say, “Carolyn does all the work.” Often this was taken as a joke, but it wasn’t meant to be. I will miss her “get it done” attitude.
Susan and my mother were scanning the Chronicle of Higher Education for ads in Virginia (grandparents were in Alexandria and Williamsburg). Due to storms, my flight to Roanoke was canceled so I took a bus from downtown D.C., which arrived at 3:30 a.m. at the old bus depot just below Kenney’s. I walked downtown to the old McCampbell Inn and fell into bed at 4:30. John Elrod showed up at my door at 7 a.m., and the rest of the day’s activities included multiple retellings of my trip. We moved in mid-August with a two-year old and a two-month old to the faculty apartments on Estill Street, and I started the same week the first co-ed class matriculated.

I have worked 35 years as university registrar, including serving as faculty secretary. I served five+ years (2002-2007) as director of institutional research, and for the last six months, I helped the successor registrar team as “special consultant to the provost.”

I was privileged to be part of revitalizing the Sullivan Award, the Decade Award, Intervarsity and Young Life, developing new aspects of Commencement and suggesting a redesign of the university seal, starting the institutional research office, developing FDR and minors, and urging and supporting faculty teaching in area prisons.

One of the most surprising things I experienced during my career was when a student’s mother, who was given $10,000 to give away, she sent it to W&L in honor of Larry Boetsch and me. Other memories include the frequent “pie-ing” for cancer fundraising and singing “My Girl” with my daughters and “I Eat Fat” with Tidge at the LipSync MDA fundraisers.

The most memorable experiences were being a husband to Susan, especially in the years she was starting the volleyball program, and dad to Sarah, Griffin and Clay, and enjoying our beautiful campus on so many occasions with our adopted students who needed a Lex home, the volleyball players, and making omelets and music.

I have loved most of my work and most of the people who I have been privileged to have cross my path. From the facilities folks (Jim, Randolph, Scott) and dining staff (Jerry, Famie, Kelly), to Communications (Brian, Joyce, Mary, Denise, Patrick, Kevin, Jessica), IT, PE, Admissions, to some of the most consequential administrators W&L has ever had, to thousands of faculty colleagues and 20,000 students crossing the Colonnade and 70 different graduation celebrations, and rubbing elbows with the many visitors to campus.

Of course, I will miss Jeannette, Donna, Karen, Joanna, Barbara and Debbie, friends without whom our shared daily work wouldn’t have been done so well.

I have taken a six-month gig as interim registrar for Muhlenberg College, which is going live with Workday Student this spring. After that, we will mostly spend time with family (expecting our 9th grandchild) and some “on the road” travel. I’ll continue with trombone and singing, and I will keep open eyes and heart for whatever new opportunities come my way.
From Supervisor Marc Conner

I will miss Scott’s conscientiousness, his dedication to W&L students, and his absolute kindness. I never saw him lose his temper, never saw him think of himself first. His affection for others and his commitment to W&L were profound.

I always learned from Scott’s patience and ability to combine exceptional technological know-how with a people-first approach. He managed his staff exceptionally well. Scott ran the Registrar’s Office with great professionalism and clarity. He supported his staff and at the same time helped them excel at their jobs. To the university as a whole, Scott contributed exceptional institutional history and a commitment to the highest standards of professionalism.

I already miss Scott’s positive attitude; his affection for W&L, its students and its entire staff; and his good humor. Scott made W&L a better place. He always inspired me to be a better person and colleague.
BRENDA HARTLESS
CUSTODIAN, UNIVERSITY FACILITIES
1996–2020

I came to work at Washington and Lee in September 1996 in the old Snack Bar. Donald Burch was my supervisor.

I have had many memorable experiences while working at W&L. Let’s just say I work in the fraternities! My favorite relationship on campus was with President John Elrod. He and I shared many conversations and experiences during his time on campus.

I will miss my fraternity sons the most. They have made my work-life at Washington and Lee not just a job, and they have made my life happy, mad, sad and very fulfilling.

I hope to spend time fishing on the coast and various other places and enjoying the new experiences of my thankful life.

I would like to say how much I appreciate my time at Washington and Lee. I am so very thankful for all the university has done for me during my times of crisis, and for the support that I received when I lost my house in a tragic fire. I will miss my W&L family and friends so much. It is so bittersweet to be retiring, but don’t worry – as soon as I have caught all the fish, I will be around to make you all laugh again!

From Supervisor Lisa Trimmer

I will remember Brenda’s unmistakable and contagious laugh. I also will remember her for speaking her mind. She is a straight shooter.

Brenda took a huge amount of pride in her work. Underneath her tough exterior, she has a heart of gold and would do anything for anyone. She contributed to our department, took pride in her work, and stepped up on many occasions to train others on how to have an eye for details and take pride in their work, as well.

Brenda would take students under her wing each year and develop a good relationship with them. Students seemed to rely on Brenda for things that young people away from home might not necessarily know how to do. They would ask her advice, how to do certain things, laugh with her, cry with her and call her when they needed something. The outpouring of love shown by the fraternity when Brenda lost her home to fire was proof of how much the students thought of her. I feel certain they will remember her, as well.
I started in September 1991 as a secretary in the Financial Aid office, worked through various positions and have remained in that office throughout my W&L career. This was the third office I had interviewed for at the university, so I guess third time is a charm!

A couple of memorable experiences stand out. The first was the months and weeks leading up to Y2K. No one on campus could be sure what the computers would do as they rolled over—2000. Our office was not sure if we would lose any or all student financial aid data when the clock struck midnight. Prior to leaving for the holiday break, we printed every report we could think of (probably cut down a forest!) to ensure we would have what we needed on January 1, 2000. When we returned to work after the holidays, it was business as usual and the computers were still intact!

A few years ago, our office received a beautiful flower arrangement after undergraduate graduation. It was from a parent/alum I had assisted each year since his daughter was a first-year applicant. I emailed him a thank-you note to which he responded and reminded me that he had told me when she started her first year that he would send us flowers when she graduated! He must have still taken the Honor System to heart.

I will miss fellow colleagues I have met all over campus as well as the parents and students I have talked and worked with over the years. Never a dull moment! When my family moved to Lexington in 1985, the front part of campus and Lexington at that time reminded my husband and me of where we went to college, so we felt like we were coming “home.”

I’m planning to spend time with family and friends as well as doing some travel. I have two granddaughters in Richmond that I know will be at the top of the list!

A final thought (small bit of trivia): Dennis Cross, vice president for University Advancement, and I both grew up in Bristol, Tennessee, and went to elementary school together.

From Supervisor Jim Kaster

Cynthia genuinely cares about the well-being of the students, parents and those who work in this office. I’m sure many of the relationships she has created over these years will continue long past the time where she is assisting with a family’s award. She has been a calm voice in times of turmoil and steadfast in her professional demeanor.

Cynthia has a way with people that makes them feel like her friend even when she had to tell them no. I frequently sought her counsel with regards to the best way to approach a sensitive subject with someone. She is an expert in dealing with people and making them feel at ease. She wasn’t an expert at technology, but she also didn’t let it rile her up. What I learned most from her is that the situation need not change your perspective. Throughout the years, no matter when the tensions were high or the conflicts were intense, Cynthia would ride through those waves and maintain herself as a kind person. That is something that I greatly respect.
Cynthia is a superior financial aid professional. Her expertise and knowledge of federal programs will take years to replace, and her institutional knowledge is irreplaceable. She has been the cornerstone of Law School financial aid, creating a successful working relationship with each new administration and the constant flow of students. Cynthia is a team player and makes the needs of the Financial Aid office and the university a priority. She has created a great working relationship with other offices on campus and thus has helped to give the Financial Aid office a good name. She has always been open to any innovation, even when it might have exceeded her previous experience. The office has been bound together more closely due to her presence. Her contribution has been more than just completing her responsibilities; she has contributed to the overall positive feeling in the office.

Cynthia has always been the person I could go to when I needed some solid and rational counsel. I will miss her gentleness and kindness the most. She has kept me in check for many years, tempering my thoughts and leading me to a more open perspective.

Cynthia had a computer curse. No matter how new the computer or how recent the software, it would not work right for her. At first I blamed her, but then I began to realize that she had angered some computer god and there was never going to be a time when her computer would work the same as they do for everyone else. Maybe someday the curse will be lifted.
HENRY HOSTETTER
LEAD PAINTER, UNIVERSITY FACILITIES
1995–2020

My most memorable experience was the day Kimberly, now my wife, asked me to a Valentine’s Dance. We’ve been together ever since. I’m going to miss the friendships I made over the years. I’m going to play with my six grandchildren, do some hunting, fishing and camping anytime I want.

From Supervisor Ladd Higgins

I’ll remember the long stories Henry would tell. He was a team player and very dependable. He was here every morning at 5:30 a.m.
I remember watching the statue of George Washington being removed from the top of Washington Hall and replaced with new statue.

I’m going to miss the interaction with different individuals within different departments on campus.

I’m not sure if my retirement plans can be considered exciting, but I live on farm and will be lots more involved in the day-to-day operations with my husband.

From Supervisor David Toomey

Janet had incredible devotion to ensuring that gifts were entered properly. Given her years of experience, when I was new to the office, she fully helped me get up to speed on the standards and processes of our office’s work. She would fully manage check entry and planned gift entry. She would take responsibility for the accuracy of all our entered gifts and would work with the team to correct any places where concerns were found.

I definitely miss Janet’s long and thorough knowledge of how gifts have been processed and entered in our office, as someone I could always go to for a better understanding, and I also miss her strong dedication to the work our office does and ensuring that it is done well.
I began in law school Admissions as secretary until the recorder at the law school retired and I took her position.

I will miss the people I work with. I have many W&L friends that I will miss dearly. After all these years, I’m looking forward to not having to be on a strict timetable.

From Supervisor Brant Hellwig

Celebrating the conclusion of Linda Johnson’s 42-year career at W&L Law forces us to contemplate the unthinkable – that is, the law school managing without her at the functional helm. If the law school had an operating system or command center, it was Linda Johnson sitting behind the counter in the Law Records office.

Linda has been a tremendous source of competence, stability and goodwill during my time at W&L Law, which is just a mere fraction of her remarkable career here. Some of the best words I – or anyone, for that matter – could hear is “Oh, that is something Linda takes care of.” Which allowed all of us to not think about that matter for another second.

While we will find a way to move forward as Linda transitions to a well-deserved retirement, it is the understatement of understatements to say that we will miss her expertise and her presence in Lewis Hall. She has been a colleague and friend to generations of faculty and staff at W&L Law. She is part of the heart and soul of this institution, and we thank her for approaching her job in this manner. We wish her the best in the years ahead.
I began in 1997, working five hours a week as a research assistant. I had left full-time law firm practice and was performing/teaching voice part-time and practicing law part-time.

My most memorable experience is attorney-client privileged!

I’ll miss the friendships with colleagues. I will be excited at not being available 24/7/365. Seriously, finding the next chapter of my life is what excites me.

From Supervisor Will Dudley

Being the general counsel is a complicated and stressful job. It requires diligence, attention to detail and a super-human ability to remain calm and reasonable. Jennifer has all of that, plus a sense of humor that helps her maintain perspective no matter the situation. I try very hard to do the same.

The general counsel is an unsung hero. The job involves writing good policies, interpreting them fairly and defending the university from a host of legal challenges. When it’s done well, that work is largely invisible but makes it possible for all of us at W&L to conduct our business successfully. Jennifer and her office deserve tremendous credit for that.

I will miss that Jennifer is a straight shooter who tells it like it is and gives me her best advice. Those are such important qualities in a general counsel. Her sense of humor is a bonus, which makes it fun to work with her, even when the topics at hand aren’t very fun at all.

Jennifer might be the only university lawyer in America who has recorded CDs as a singer. She’s an accomplished musician, and as much as I appreciate her legal advice, listening to her songs is a greater pleasure!
I started out in the Print Shop with Wayne Conner. I will miss interacting with the students and the Greek Life. I’ll be farming in retirement.

From Supervisor Debbie Weinerth

I’ll remember Dale’s dedication to the university. He taught me two valuable lessons: Do things right the first time and show respect. I will miss his sense of humor!
WANDA McDANIEL
GENERAL SERVICES, MARKETPLACE
1987–2020

From Supervisor Ryan Miller

Wanda was so committed to the job and so caring towards the students. All of the students just knew her as “Ms. Wanda.” She remembered everyone’s name and often got to know the students on a personal level. Her level of commitment and dedication to the job are hard to come by and impossible to teach.

Wanda was a constant reminder of why we do what we do in higher ed food service. It is so easy to get bogged down in the craziness of day-to-day operations. Wanda always knew how to take a deep breath and recognize why we are here: the students and the part that we play in the development of these young adults.

People like Wanda are often overlooked. There is that attitude of “she’s just another food service worker.” That could not be farther from the truth. Wanda truly cared about W&L and its students. She has decades of knowledge and an even more interesting personal story. I would challenge you to find an employee that would speak ill of Wanda.

I will miss her funny stories about “how she knew K.C. Schaefer before he was famous.”
I was hired by department chair Sidney Coulling in fall 1985, and I served in that one and only position, administrative assistant to the English Department, until my retirement.

Over the years, I have worked with many brilliant professors who enriched the lives of many wonderful students, but unbeknownst to them, they enriched mine as well. Memorable experiences come in the form of little notes you receive from students on the day they graduate expressing how much your presence in the department has meant to them over their four years, or the daily kind expressions of appreciation from grateful department members who value your work. The kindness of my department was never shown more to me personally than when I needed to take care of my mother after my dad passed away. The department never complained when I needed to take the time to make sure my mother was able to maintain her quiet lifestyle without my dad. This type of consideration and kindness has always meant the world to me.

I will miss the day-to-day interactions with my professors most of all. We have developed strong friendships over the years and shared many of life’s ups and downs with each other. I have always considered them my work family.

We hope to visit our three children and five grandchildren more often, since they all live far away, and of course, I’m sure I’ll be on the never-ending chase for weeds in the flower beds. When the plants see me coming with the shears, they know someone is in trouble!

I have many fond memories and friendships to cherish always, and it has been a privilege and pleasure to be a small part of this wonderful university. I will miss each one of you and hope our paths cross often in town. If a lemon pound cake shows up in the Payne Hall kitchen, you’ll know who put it there!

**From Supervisor Genelle Gertz**

Sandy can make anyone feel welcome and appreciated. She’s naturally charming and personable, always curious about how your day is going and quick to appreciate something about you. It’s no accident that visitors of any kind, including job candidates, students and visiting speakers, always remark at some point during their stay that Sandy O’Connell helped them immeasurably. Because of Sandy’s personal touch, everyone in the department enjoys being there and trusts Sandy to look out for them in the smallest and biggest of ways.

Sandy taught me ways of planning through her several questions about how to handle things. She always presented things positively and without judgment, helping me to get a handle on all the upcoming business of the year. She modeled for me ways of asking questions and chatting with others; her impeccable social skills always impress me.

I will probably most remember her personal advice. On a few days when circumstances felt overwhelming, she complimented me and gave me a pep talk. I will always remember one occasion when, after I had explained my frustration, she hugged me and said “See, I knew you had a backbone, girl!” Adorned with kindness but also spunky and fiery, Sandy noticed when I needed to raise my chin, stand straight or hold my ground.

*(Continued)*
She carried the longest institutional memory of any of us and steered the department through decades of change. She baked the most wonderful pound cakes for our May awards ceremony; made constant trips to Walmart and Kroger to get department supplies (selecting the right teas and cookies to meet a variety of needs and tastes); copied and organized hundreds of pages of course evaluations, syllabi and readings; and stuffed countless envelopes with final exams. She managed spreadsheets for course scheduling while processing numerous and complicated travel receipts. She kept track of majors and minors and reserved space for meetings or events, all the while clearing or cleaning so the kitchen or mailroom stayed spotless. She had wonderfully high standards for office appearance, keeping an immaculate desk and highly organized files. Everything would be findable and uncluttered, leading to efficiency and professionalism.

In addition to providing material help, Sandy made sure to keep up personally with all of the faculty as well as other staff in the building. When you pass Sandy’s office on the first floor of Payne Hall, it is not unusual at all to see someone sitting in the chair directly across from her desk and smiling away. This includes students as well, whether work study students or those who wandered in asking for such and such. Inevitably, you hear Sandy asking questions of the person in the chair, catching up on the latest and exchanging conversation.

Quite simply, I’ll miss having Sandy to check in with every day (and this has been a hard part about working from home during lockdown). It was always good to exchange greetings and hear about how the last evening or weekend were. I plan to call her a lot in retirement to hear what she’s doing and what’s happening in the lives of her husband, children and grandchildren. Her care and love for them are constant—she’s always thinking about how she can meet their needs.

There are no genes of sarcasm in my family, so I’ve particularly appreciated Sandy’s exchanges with our colleague, Edward Adams. The two pass mildly insulting comments back and forth, such as “Look what the cat dragged in,” cued with eye rolling and hands to hips.

When I began bringing my dog into work (the long days meant there would not be enough time to get home to feed him), Sandy decided to keep treats for him in her desk. Every morning he would wait by the open door of my office, and if he heard her walking in the hall, he would either bolt or slink away. Always about 10 minutes later, especially if I hadn’t noticed his absence, I would see Sandy in my doorway with treats in her hand, Sam trailing happily behind. Many times, she picked up his water bowl and filled it.

It’s both admirable and astounding that Sandy worked for as long as she did. She always brought optimism and energy to her job, and I hope I can work both as cheerfully and as well as she did when I reach the latter years of my career.
I was the university registrar at Hollins University, living in Lexington, when Scott Dittman recruited me to come to W&L.

I remember a time during a Commencement ceremony when I was helping a graduate who was extremely anxious and sick, and the next day I received a George and Bob buck with the note from a faculty member that said “I was watching the poor young lady getting sick and then saw that the woman helping her was Barbara Rowe, and I said to myself ‘of course it’s Barbara helping her... that student is in good hands’.”

Since 2002, I’ve watched incredible improvements to the facilities, including the entire Colonnade restoration, the new Center for Global Learning, Holekamp Hall, Third-Year Housing, the Natatorium, changes to BDG quad, the Hillel House, the Tea Room, Two South Main and more.

It’s truly impressive, and each new space is amazing.

The walking labyrinth between Grace Episcopal Church and the Red House is my favorite space on campus. It’s actually built on W&L land, so it counts! We are so lucky to have this meditative garden and labyrinth in Lexington. It’s such a calming and healing space, and it’s great to visit over lunch!

My main ‘retirement plan’ is to stay open and free and see where the universe sends me, which is scary but exciting at the same time. On a day-to-day basis, my bucket list is really, really long. I’ve already started putting my fun things into action (painting, a booth at the antique mall, travel and projects around the house).

I feel incredible gratitude to have spent the majority of my career at W&L. I am so appreciative of the people and the university, and can’t imagine having to raise my family in a place other than Lexington.

From Supervisor Scott Dittman

These words come to mind when describing Barbara: party and retreat organizer, empath, catalog editor, proofreader, clear and creative thinker, compassionate and respected colleague and community member, friend.

Barbara came to the area when her husband, Dick, joined the VMI biology faculty. She served the area in different ways (heading the local United Way, chairing one of the committees in the KidsPlayce playground-building effort) before she found her way to the registrar’s position at Southern Seminary. I had the privilege of helping her along there, and we got to know each other better as she moved on to being registrar at Hollins College. When the time came to fill the new associate university registrar position authorized in 2002, I knew who I wanted to join us. Barbara came to W&L along with a new president, a new provost and dean, and when we were establishing the institutional research office. She always had in mind improving our processes, reaching out to faculty and staff to gather their ideas and feedback, and making our office services as positive and helpful as they could be.

(Continued)
Beside chairing the Registration and Class Schedules Committee and deftly handling the responsibilities of secretary of the Faculty Executive Committee, Barbara served in other formal and informal roles on campus. She led lunchtime guided-meditation sessions for many years in the university’s sacred space room, and she helped establish the prayer labyrinth outside Grace Episcopal Church.

Professionally, Barbara served Virginia ACRAO in numerous ways, including three years in the presidential cycle, and she served Southern ACRAO by leading committees and as a vice president for professional development. Her presentations, whether on personal growth, running committee meetings or refreshing a website, were always packed. One colleague said that she would show up if Barb was reading the phone book since she would make even that interesting.

Barbara is remembered by our staff as always going above and beyond what was expected. In her retirement, we lose a leader of adventures to different locations for annual staff retreats, and an enthusiastic participant for touring Washington, D.C. monuments after dark, finding a hole-in-the-wall place with great seafood in South Carolina, or exploring obscure Virginia antique malls. We have all learned from Barbara to be positive, to sacrifice for and appreciate family, to find creativity in ourselves, and to cultivate wide interests beyond our working relationships. Oh, and we’ll miss the thoughtful cook who brought in goodies for us and for various meetings on campus. Bon voyage, Barb.
Vernon Snyder ’49 had an opening in the Business Office for Accounts Payable, so I applied. He told me I was the only qualified applicant.

One clear memory is watching when Ole George was removed from atop Washington Hall. I was thinking, this is history being removed. I took many pictures and just hung out on the Colonnade along with a bunch of others.

I worked in the Alumni Office (before Advancement Services), and I miss the interaction with alumni for Alumni Weekend and 5-Star Weekend. The much older alumni from the 40s and 50s really loved the university whether they graduated or not.

I would like to travel some in retirement. Chester and I would like to go out towards Washington State and one day make it to Alaska.

From Supervisor Cassie Hunt

What I will remember most about Jane is that she always had the answer. Her memory is long, and you couldn’t come up with any scenario for which she didn’t have an example that had, at some point, happened here.

She was also always willing to pitch in with any task, even closing a gift or two along the way!

The most important thing I learned from working with Jane was how lucky W&L was to have someone who cared about our alumni information the way she did. She was tenacious in her quest for perfection. Jane did, after all, have more than 40 years to refine her processes!

Jane brought incredible passion and exactitude to her work but was also playful and fun, and she was always up for a Dairy Queen run. She held herself and everyone else to an incredibly high standard and really added to the professionalization of our work.

It doesn’t seem that we will ever need to miss Jane as none of us expect her to fully retire! She will take a few months off and then be right back at it, whenever, wherever and for however long we need her.

What the team will miss the most about Jane is surely her spontaneous singing (NOT), her eclectic ring tones and alerts, her joviality and her incredible knowledge of everyone who ever walked along the Colonnade. She was a kind and generous colleague and friend.
I began employment in the Registrar’s Office in 1997. I especially enjoyed the beauty of the campus and the rich history of Washington and Lee. I will miss the students and following them in their programs and performances. We often attended meals, sports and theater events. I enjoyed being around young people.

My most memorable experience was when my daughter graduated from W&L in 2009.

In retirement, I will keep my two part-time jobs and concentrate on enjoying my family. It’s nice to be able to have time for Bible study, reading and exercise, and to be able to just watch the birds!

From Supervisor Scott Dittman

Joanna always greeted people “gently” and professionally. As the primary touchpoint (with Karen Hite) for folks contacting the office through phone and email, Joanna answered questions ranging from detailed procedural steps to faculty policy to general Rockbridge and W&L information. With her understanding of historical interpretation and innate care for other people, she provided consistent helpful counsel and often personal assistance in filling out forms, getting around people’s struggles with software hurdles, and developing relationships with students which have extended beyond her formal responsibilities and “work time.”

Joanna helped me to become a better teacher about policy and technology. And she filled in a lot of gaps in my knowledge of local history, familial connections, the operations of our local government (especially physical facilities), and Disney. (I do wonder what has happened with her desktop collection of Disney characters.)

Joanna’s gentle suggestions for improvements, her laugh, musical and church interests, work in the local arts community and sacrifices for family all pointed to her energy, diverse interests and balance.
I started working at Washington and Lee at the encouragement of my sister-in-law, Ann Tomlinson.

I can’t really recall which of my experiences would be classified as my most “memorable” experience. I think the one that sticks out is the day I fell on campus and Bernard Butler said he was going to call my brother-in-law, Steve Tomlinson, to make me go to the emergency room. He told me that Steve would make me go! After that, Bernard always said that he was going to tell Steve what I say or do!

I will miss the people at Washington and Lee the most. They have become my second family, and not being able to see them every day will be hard to get used to.

I hope that my husband and I will be able to spend some time with our grandchildren. We also hope that we will be able to do some short trip traveling and just spend some time together enjoying life.

From Supervisor Janie Hotinger

I will remember Donna keeping her coworkers in line and telling them like it was. I’ll always remember her and Alan’s antics! She could make you smile and laugh no matter how bad your day was. I’m going to miss her dedication to W&L and the silly ramblings of her and Bernard.
I was hired by Bill Todd as a part-time computer operator in 1993 and, soon after, was hired part-time by David Harbor to use GIS to assist with his geology research. Prior to this, I had been a professional artist-blacksmith for a decade and was in the blacksmithing business with Lee Sauder for five years here in Lexington.

A memorable experience was when, soon after being hired to provide computer support for administrative offices, I was called to the president’s office to address an issue with President John Elrod’s computer. While assisting him with his computer, I was struck by his kindness and his interest in me as a person regardless our difference in position at the university. As I came to know John over the next few years, it was quite clear that, more than almost anyone I know, John related to the humanity in people regardless of any socially imposed structures.

I’m going to miss all the wonderful people I have worked with and learned from. Mentors and colleagues have made it possible for me to thrive at W&L; a few of these are Bill Todd, David Harbor, Buck Wilkerson, Lee Dudley, Linda Brantley, Tom Ahnemann, Sue Olive, John Elrod, Bob Akins, John Stuckey, David Saacke, Steve McAllister, and Jane Stewart.

Upon retirement, my wife, Amy DeHart, and I plan to teach at a school in Kalimpong, India. I am also very much looking forward to continuing to teach a couple Environmental Studies courses focusing on LEED green building here at W&L.

From Supervisor Steve McAllister

I’ll remember most that Morris has incredible passion for the work that he does, the ability to think big and outside the box, and a sense of responsibility that he needed to leave the place a better place than when he started. I also have admired Morris’s humanity. As Jane Stewart, his work partner over the last decade, shared with me as we were discussing Morris’s retirement, “Morris has a fantastic work ethic. He always brings his best to his job and is tireless in seeing a project through, but somehow he manages to balance this with a complete devotion to his family and remarkable generosity of time and attention to his friends and community. I truly consider him a role model for building a full and meaningful life.”

While I know Morris would say that he wishes the university had advanced on a number of his ideas and proposals, especially as they relate to sustainability, Morris was always tenacious in his follow-up and push to lead to greater change as an institution with a responsibility for environmental stewardship. I will miss that tenacity. He was always looking for opportunities to engage others in education, and the work of sustainability led Morris to work internally to develop a course on LEED certification. While maintaining many of his responsibilities over the last two years, Morris now teaches a course on LEED certification and hopes to continue the work by leading a group of students through the process for LEED certification of the campus. He did this of his own initiative and took the necessary steps to prepare himself to teach the course and provide appropriate guidance and structure for the process.

Morris has worked in a small department for a number of years now (he and Jane Stewart). While being a great colleague and sounding board within the department and within Kim
Hodge’s sustainability office, Morris’s contributions went well beyond the office to the university at large. Morris and Jane were the initial occupants of the university’s Energy Education Program. As such, they were tasked with the responsibility of identifying, through behavior and systems, ways to conserve energy while maintaining appropriate comfort across the campus. The task was daunting as it was an area that the university had long neglected. The work that he and Jane have done over the last decade has reduced the university’s carbon footprint by more than 30%, which in turn has led to a utilities budget that has shrunk by more than $1 million over this time frame. Efforts on Morris’s part have led to greater campus awareness of ways to reduce energy consumption, but they have also helped many of us, as individuals, to realize that small changes in how we go about our day translate to significant changes when multiplied by many.

I will miss Morris’s incredible sincerity about himself. Any conversation or initiative that he advocates for comes from a heartfelt conviction that it is the right thing to do. His motives were always above reproach.

Jane Stewart shared with me the following small anecdote that we both agree sums up why it has been a pleasure and honor to be a colleague of Morris: Beginning our new jobs with the energy program, it was immediately clear the extent to which our success (and sanity) would depend on teamwork. This was a bit daunting as we had just met. A few days in, during a conversation about the work ahead, Morris very simply stated that he was always going to be honest about what he was thinking, and he would assume the same from me. Such a small, basic statement – but what an impact! Those words set an expectation for consistently open and honest communication, which in turn builds understanding, trust and a really great work environment. I’ll always be grateful to Morris for laying that foundation, and I know he brings that same commitment to honesty and building trust to all his interactions. It has been a gift to be his colleague, and he will be immeasurably missed.
NANCY WADE
ADMINISTRATIVE ASSISTANT II, UNIVERSITY DEVELOPMENT
2006–2020

One of my most memorable experiences while working at Washington and Lee was being a part of the most successful campaign, “Honor our Past, Build Our Future: The Campaign for Washington and Lee.” It also made me very proud to be a part of a very successful team.

I will miss my many campus colleagues and the friends that I have made during my time at Washington and Lee. I will also miss all of the campus amenities offered to W&L employees.

I hope to be able to spend more time with my children and other family members. I also plan to spend time reading and volunteering.

I could not have asked for a better workplace to be in than Washington and Lee as I cruise into the next chapter in my life.

From Supervisor Jamie Killorin

Nancy exhibited a sincere attitude of care toward our planned giving donors, most of whom are elderly, and a genuine interest in the success of all aspects of University Advancement. Nancy lived the W&L Statement of Philosophy in her work as she demonstrated honor and integrity in harmonious relationships across the community.

Nancy knows just about everybody on campus. She was an excellent resource for getting things done, from moving furniture to planning events and everything else in between. She has a terrific memory for names and connections. Nancy’s experience in donor relations made her skilled with the stewardship of planned giving donors. When donors had a question, they called Nancy. For me, as a newcomer to W&L and the Lexington area, Nancy was a terrific resource to know for just about any question.

Nancy was a longtime employee who had seen the growth and changes in the Office of Development over the years. Her institutional knowledge was invaluable. Nancy enjoys great respect among her colleagues for always offering a helping hand and having a positive attitude. Nancy took on a large project to scan many years of paper files into our database management system, and we are grateful for her efforts to complete this work before she retired.

All of the things that made working with Nancy a positive experience will make us miss her. Remote work arrangements cut Nancy’s career shorter than she and we would have liked. When everybody returns to the office, we will surely miss having Nancy with us.
I started to work in 1994 in the Publications Department as a graphic designer. My most memorable experiences are the holiday gatherings at the university because we could leave our work behind and visit with people we do not see most of the year.

I’ll miss the people and many friends I have made over the years, also the exercise classes. I’ll be glad when COVID is over so we can get back to our usual routine. I think my dogs have plans for me: more walks every day!

To retire during a pandemic is not a good thing. It is so difficult to thank and say goodbye to all of the people I have worked with and gotten to know over the years. I hope that when I can come back on campus again, I can visit those people.

From Supervisor Mary Woodson

I will remember Denise for all of her hard work, dedication and creative spirit. I will remember how proud she was after completing each law and undergrad Commencement program, and how much she enjoyed working on the reunion Calyxes. I will remember the processor, conferences and rush projects we handled together. I will also cherish our friendship over the years and how much fun she brought to the position.

Denise taught me that there is humor in every situation and that there is nothing better than exercise to clear your thoughts on a stressful day. She made sure we went to Patti, Rolf or Clancy’s exercise classes when they were offered. We started out doing step aerobics with Patti in the 90s but later progressed to doing TRX with Rolf and Clancy. If I wasn’t going to class, I had to have a good excuse for not being there!

I also learned that Denise is active within the community through her volunteer work with the Rockbridge women’s group, where she has served as president several times. Denise loves animals, especially her two dogs, who she adopted through the SPCA. She is also quite an accomplished cook. I would sometime joke that I was coming home with her for dinner when she would describe what she was preparing. She generously shared many a special recipe with the office.

And if you want to see her truly relax, give her a glass of wine and a knitting needle.

Denise was always willing to share her knowledge of design. She helped train several interns during her time at W&L. She was also a true team player — always willing to jump in and help with any project.

I think one of the funniest experiences Denise and I had was when we went to a conference in Charlotte, North Carolina. We both admit that we are directionally challenged, so we decided that we would write down where we parked the car. (This was in the days before cell phones. It is hard to imagine now!) Unfortunately, we had to park a long way from the conference, so I decided not to bring a heavy tote with me. We spent the day at the conference, and it was growing
late when it was over. Exiting, we soon realized that we could not remember where we parked the car. Thinking we would pull out the street name, I realized that I had tossed the tote with the paper back in the car when we left. After spending what seemed like an eternity looking for the car, I finally realized where it was located in relationship to the Panther stadium. A little later, safely back in the car, we laughed at how silly we must have seemed.

Most important of all, Denise made it a point to visit with almost everyone in the office every morning just to say hello or check in with them. Her personal contact meant a lot and set a nice tone for the day. I am going to miss our daily morning visits. We have promised each other that we will maintain our friendship and get together to catch up — in person once the virus is over. I will also miss seeing all of her tiger office décor, but I think she may have left a poster or two behind for us.
Also Retiring in 2020 and 2021

BOBBY ARMSTRONG
PAINTER, UNIVERSITY FACILITIES
1996–2021

CRICKET BRITTIGAN
LIBRARY ASSISTANT II, UNIVERSITY LIBRARY
1983–2021

BILLY BRYANT
ASSOCIATE DIRECTOR, UNIVERSITY FACILITIES
1975–2019

RICKY CLIFTON
HEATING AND COOLING PLANT SUPERVISOR, UNIVERSITY FACILITIES
1990–2019

MARK CRANEY
DINING SHIFT SUPERVISOR, MARKETPLACE
2000–2019

LISA DATZ
PUBLIC SAFETY OFFICER, PUBLIC SAFETY
2008–2020

JUDY FRASIER
ACCOUNTING ASSISTANT II, BUSINESS OFFICE
2009–2019

ZOLA GOODBAR
CUSTODIAN, UNIVERSITY FACILITIES
1999–2020

STEVEN GORYL
TECHNOLOGY SUPPORT SPECIALIST, COMPUTER SCIENCE
2007–2021
GEORGE GRAVES
ASSOCIATE DIRECTOR OF CORPORATE AND FOUNDATION RELATIONS, UNIVERSITY DEVELOPMENT
2004–2019

FRANCIS HASTON
CUSTODIAN, UNIVERSITY FACILITIES
2006–2020

TED HICKMAN
ASSISTANT DIRECTOR OF FACILITIES SERVICES, UNIVERSITY FACILITIES
1986–2020

KAREN HITE
RECORDS SPECIALIST, UNIVERSITY REGISTRAR
1988–2020

JOHN JACOB
SPECIAL COLLECTIONS LAW LIBRARIAN AND ARCHIVIST
1990–2020

ANDREW MARTIN
CUSTOMER SERVICE SPECIALIST, UNIVERSITY FACILITIES
1989–2019

JEFF OVERHOLTZER
MANAGER OF STRATEGIC PLANNING AND COMMUNICATION, INFORMATION TECHNOLOGY SERVICES
1997–2019

DAN ROLAND
MANAGER OF FACILITIES AND EQUIPMENT, PE & ATHLETICS
2001–2020

BOB SHAEFFER
SENIOR TECHNOLOGY INTEGRATION SPECIALIST, INFORMATION TECHNOLOGY SERVICES
2007–2019

JUDY STINSON
HEAD OF INFORMATION SERVICES, LAW LIBRARY
1979–2020
IN MEMORY

Rachel Abarca-Clements
Trixie Acey
Henry Alderman
Dymphna Alexander
Jennifer Ashworth
Jan Bivens
John Bolen
Larry Broomall
Melvin Davis
Ted DeLaney
Bill Dickerson
Tyler Dickovick
Charles Downey
Bob Dunlap
Joe Grist
Lyn Hammett
Paul Henderson
Isca King
J. Ramsey Martin
John Murphy
Adam Schwartz
Ed Spencer
Ken Van Ness
Ed Walker
Louise Wasserott
Henry Weeks
Ken White