



APS Program

November 8 - 9, 2023

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APS Agenda

Wednesday, November 8, 2023

Self-care | Leadership | Communication

Time	Event	Location
8:30am - 9:30am	Registration & Breakfast	Mezzanine
9:45am - 10:30am	Welcome & Keynote <i>Denise Watson, Human Resources Coordinator</i>	Summit 1
10:30am - 10:45am	Break	
10:45am - 11:45am	Building Authentic Relationships: The Key to Community <i>Janelle Coleman, Executive Director for Diversity and Engagement</i>	Salon A
	Elevate Your Career with CAP Certification <i>Trudi Neubeck, Administrative Specialist III for 4-H Youth Development</i>	Salon B
	Virtual Engagement: Building Relationships through Digital Channels <i>Rosie Sasso, IT Manager; Rose Parker, Assistant Director of IT; and Jennifer Gramling, Director of Online Programs</i>	Salon C
11:55am - 12:55pm	Lunch	Summit 1
1:05pm - 2:05pm	Workplace Self-Advocacy: Career Growth Strategies <i>Danielle Johnson, Business Manager</i>	Salon A
	The Heart of Leadership: Harnessing Emotional Intelligence <i>Anne Skutnik, Director of Student Success</i>	Salon B
	From Contacts to Collaborators: Nurturing Your Professional Network <i>Michael Smith-Porter, Chief of Staff</i>	Salon C

Time	Event	Location
2:05pm - 2:20pm	Break	
2:20pm - 3:20pm	APS Connect	Summit 1
3:30pm - 4:30pm	Resiliency: Your Bounce Back Matters <i>Rebecca Alcorn, Training Coordinator</i>	Salon A
	Here and Now: Leading from Where You Are <i>Denise Watson, Human Resources Coordinator</i>	Salon B
	Transforming Conflict: From Tension to Resolution <i>Sam Ledford, Communications Manager</i>	Salon C
4:30pm - 5:00pm	Wrap-up	Summit 1

APS Agenda

Thursday, November 9, 2023

Time	Event	Location
8:30am - 9:30am	Breakfast	Mezzanine
9:40am - 10:40am	APS Connect	Summit 1
10:40am - 10:55am	Break	
10:55am - 11:55am	Rising Above Imposter Syndrome: Embracing Your True Potential <i>Donna Flanagan, IT Assistant Business Manager</i>	Salon A
	Cultivating Influence: Strategies for Personal and Professional Growth <i>Brian Watkins, Leadership Development Consultant</i>	Salon B
	Service-Centric Communication: Delivering Excellence Every Interaction <i>Izetta Slade, Executive Director of EOD</i>	Salon C
12:05pm - 1:05pm	Lunch	Summit 1
1:15pm - 2:15pm	Strategic Goal Setting: Long-Term Success <i>Tiffany Carpenter, Vice President of Communications and Marketing</i>	Salon A
	Unity in Diversity: Empowering Voices, Shaping Futures <i>Tomi Rogers, Human Resources & Operations Manager</i>	Salon B
	The Power of Synergy: Positive Teamwork Environment <i>Leia Haney, Executive Director of Talent Management and CHRO</i>	Salon C
2:25pm - 3:00pm	Wrap-up	Summit 1
3:00pm - 5:00pm	Development Planning Opportunity	Summit 1

Session Descriptions

Building Authentic Relationships: The Key to Community

Janelle Coleman, Executive Director for Diversity and Engagement

Cultivate authentic connections for a more enriching professional community. Engage in a session that uncovers the art of building genuine relationships, provides practical strategies to foster a nurturing and collaborative environment, and help in finding your community.

Elevate Your Career with CAP Certification

Trudi Neubeck, Administrative Specialist III for 4-H Youth Development

Ultimately we all want the 9% raise for being CAP certified, Right? But there is so much more to it than just passing the exam. This session will focus on the benefits of achieving CAP certification, eligibility requirements to take the CAP exam and the timeline to prepare. Information will be shared on study resources available and recertification requirements after passing the exam.

Virtual Engagement: Building Relationships through Digital Channels

Rosie Sasso, IT Manager; Rose Parker Assistant Director of IT; and Jennifer Gramling, Director of Online Programs

In today's digitally connected world, the ability to build meaningful relationships through virtual interactions is a skill of paramount importance. This enlightening session will explore the art and strategies of virtual engagement, equipping you with the tools to foster genuine connections and how to make a lasting impact in a digital landscape.

Workplace Self-Advocacy: Career Growth Strategies

Danielle Johnson, Business Manager

Nourish your career with self-advocacy strategies that promote personal growth and fulfillment. Join us for a session that empowers administrative professionals with proactive approaches, creating a culture of self-empowerment and continuous self-care.

The Heart of Leadership: Harnessing Emotional Intelligence

Anne Skutnik, Director of Student Success

Effective leadership transcends authority and commands respect through empathy, self-awareness, and emotional intelligence. Join us for an inspiring session where we delve into the core of leadership—the power of emotional intelligence—and explore how it can elevate your leadership skills to new heights.

From Contacts to Collaborators: Nurturing Your Professional Network

Michael Smith-Porter, Chief of Staff

Your professional network is one of your most valuable assets. But, turning casual contacts into meaningful collaborators requires strategy, care, and genuine relationship-building. Join us for an enriching session where we dive into the art and science of nurturing your professional network and transforming that network into a powerful force for your career and personal growth.

Resiliency: Your Bounce Back Matters

Rebecca Alcorn, Training Coordinator

Prioritize your well-being with the invaluable skill of resiliency. Immerse yourself in a session dedicated to fortifying your ability to bounce back from challenges. Practical tools will be offered to build a resilient mindset to navigate the demands of both work and life.

Here and Now: Leading from Where You Are

Denise Watson, Human Resources Coordinator

In a world of constant change and uncertainty, leadership is not limited to those in formal positions of authority. Leadership can emerge from any corner of an organization or community, and it starts with recognizing the power you hold in the present moment. Join us for an insightful and empowering session that explores the concept of leading from where you are.

Transforming Conflict: From Tension to Resolution

Sam Ledford, Communications Manager

Conflict is an inevitable part of human interactions, but it also offers opportunities for growth, understanding, and positive change. Join us for an enlightening session that explores the dynamics of conflict and equips participants with strategies to transform tension into constructive resolutions in both personal and professional contexts.

Rising Above Imposter Syndrome: Embracing Your True Potential

Donna Flanagan, IT Assistant Business Manager

Do you often doubt your abilities and accomplishments, fearing that you're just an imposter waiting to be exposed? If so, you're not alone. Imposter syndrome affects countless individuals, holding them back from reaching their full potential and achieving their goals. But fear not! Join us for an empowering training workshop designed to help you overcome imposter syndrome and reclaim your confidence.

Cultivating Influence: Strategies for Personal and Professional Growth

Brian Watkins, Leadership Development Consultant

In an evolving world, the ability to influence and lead effectively is a crucial skill for personal and professional success. Join us for an enlightening session that delves deep into the art and science of influence. This session is designed to empower individuals with the strategies needed to thrive in careers and personal lives.

Service-Centric Communication: Delivering Excellence Every Interaction

Izetta Slade, Executive Director of EOD

In today's fast-paced and customer-centric world, the ability to communicate effectively and provide exceptional service is not just a skill but a strategic advantage. Join us for an enlightening session that explores the art and science of service-centric communication, equipping you with the tools to deliver excellence in every interaction.

Strategic Goal Setting: Long-Term Success

Tiffany Carpenter, Vice President of Communications and Marketing

Pave the way for long-term well-being with strategic goal setting. Join us for a session that guides administrative professionals in setting and achieving holistic, sustainable goals, and provides a roadmap for continued self-care, growth, and fulfillment.

Unity in Diversity: Empowering Voices, Shaping Futures

Tomi Rogers, Human Resources & Operations Manager

In a world characterized by diverse cultures, perspectives, and experiences, the pursuit of unity can be a powerful force for positive change. Join us in this enlightening session, "Unity in Diversity: Empowering Voices, Shaping Futures," as we delve into the transformative potential of embracing differences and fostering inclusion.

The Power of Synergy: Positive Teamwork Environment

Leia Haney, Executive Director of Talent Management and CHRO

In the evolving landscape of work, the synergy that emerges from cohesive teamwork is a driving force behind productivity, innovation, and workplace satisfaction. Join us for an inspiring session that explores the profound impact of synergy within teams and organizations, and how it contributes to fostering a positive and thriving work environment.

Keynote

Denise Watson, Human Resources Coordinator



Denise Watson is the HR Coordinator at UTK's Haslam College of Business. She is also a Certified Administrative Professional with a certification in "Leading From Where You Are". In addition to her professional responsibilities, Denise is a loving wife, mother of two daughters and one amazing granddaughter. Her hobbies include spending time with her family & friends, painting, woodworking, traveling, and exploring the beautiful East Tennessee mountains. With her dedication and passion for both work and personal pursuits, Denise is a valued member of the UTK community.

Facilitators

Rebecca Alcorn, Training Coordinator



Rebecca Alcorn has served as Training Coordinator for UT Facilities Services since 2017. Prior to joining the team, she gained experience at UT's Institute of Agriculture and UT Federal Credit Union. Rebecca holds a Masters in Business Education with an emphasis in Corporate Training from Middle Tennessee State University, and is now a Certified Educational Facilities Professional (CEFP). When away from the office, Rebecca is an avid outdoorswoman who enjoys hunting, fishing, camping and farming.

Tiffany Carpenter, Vice President of Communications and Marketing



Tiffany brings more than 30 years of experience in public relations and marketing and her love for the University of Tennessee to her job as the Vice President of Communications and Marketing for the UT System. Originally from Bristol, Tennessee, Tiffany began her journey as a VFL when she moved to Knoxville to earn her bachelor's degree in communications. Tiffany has worked at UT in various positions such as director of public relations for the UT Athletic Department before being named assistant athletic director of public relations, and assistant vice president of communications for development and alumni affairs for the UT Foundation. Tiffany also has experience working in public relations for Atkinson Public Relations and The Ingram Group in Nashville. She earned a master's degree in business administration from UT Martin.

Janelle Coleman, Executive Director for Diversity and Engagement



Dr. Janelle Coleman is currently the Executive Director for Diversity and Engagement at UTK. In this role, she acts as a consultant to senior administrators and department leaders to support diversity, inclusion and engagement efforts in their areas. Dr. Coleman also assists in the development and implementation of goals and objectives for the Division of Diversity and Engagement in alignment with institutional goals, and partners with the Office of Institutional Research and Strategic Analysis to prepare analysis of data and other evidence related to the progress of the institution in diversity, engagement and inclusion. She has facilitated a number of presentations and workshops on topics such as data analysis and reporting for positive institutional change, programmatic assessment, inclusive leadership, and strategic planning. Dr. Coleman has her Ph.D in Hispanic Language & Literature, an MS in Teacher Education, and BA in Creative Writing & Spanish from UTK. Her research interests include Culturally Responsive Pedagogy, inclusive teaching, and assessment in higher education. When she is not studying or working, Dr. Coleman enjoys traveling around the world, learning about other cultures, reading fiction, and volunteering in her local community.

Donna Flanagan, IT Assistant Business Manager



Donna Flanagan is the Executive Assistant to the Chief Information Officer of UT System and the Assistant Business Manager for the Department of Technology Solutions in the UT System. As a Certified Administrative Professional (CAP), with an Organizational Management Specialty (OM), Donna has over 25 years of experience providing administrative support to high-level executives. Donna specializes in Human Resources Management, Office Management and Organizational Management. Her favorite things to work on are improving organizational culture, advocacy, and bringing people together for the greater good. In her spare time, Donna enjoys music, theater, spending time with her family and friends and enjoying all of the wonderful beauty supplied by living near the Great Smokey Mountains. Donna's Specialties: Human Resources Management, Office Management/Administration, Non-Profit Administration, Business Management

Jennifer Gramling, Director of Online Programs



Gramling has bachelor's degrees in literature and history from the University of North Florida in Jacksonville. She has a doctorate in education and a master's degree in secondary education, both from UT. During her studies at UT, she worked as a graduate assistant in the Office of Research and Information Technology's Innovative Technology Center and as a graduate assistant in the College of Education, Health, and Human Science's Department of Instructional Technology, Curriculum, and Evaluation. Upon graduating from UT in 2003, she began working as a project manager in the Office of Distributed and Distance Learning at Florida State University, where she helped develop and manage online and hybrid courses. Most recently she worked as the associate director of instructional technology and distance learning at South College in Knoxville.

Leia Haney, Executive Director of Talent Management and CHRO



Leia currently serves as the Executive Director of Talent Management & CHRO for the University of Tennessee Foundation. She has over 15 years' experience as a human resources professional supporting inclusive hiring and development practices, ethical labor standards and accountability. She has served with the UT Foundation for two years. In this time, she has been responsible for supporting the implementation of a new compensation structure and the addition of an incentive compensation model as well as spearheading the strategic approach toward succession planning and a dynamic data driven HR environment. Leia previously served as Sr. Manager for human resources for Dollywood Parks & Resorts where she was responsible for the talent acquisition and onboarding teams for Dollywood, Dollywood's Splash Country, DreamMore Resort & Spa and Dollywood Cabins. In her time in Sevier County, she elevated the creative hiring processes as well as lead the efforts in supportive opportunities for retention and acquisition and was a Blue Ribbon winner in 2017. Leia is a graduate of Carson-Newman University and enjoys time with her husband, Jared, and children Olivia (6) and Pierce (4).

Danielle Johnson, Business Manager

Danielle Johnson is dedicated to leading with compassion, fostering positive workplace culture, and encouraging employee empowerment. Currently, she is the Business Manager for the Department of Kinesiology, Recreation, and Sport Studies at the University of Tennessee, Knoxville. She also serves as a member of the Chancellor's Commission for LGBT Communities and is a part of the Safe Zone Facilitation Team. Through these roles, she uses her passion for interpersonal relationships to lead her department through new leadership and program advancement and her commitment to advocacy to help others develop inclusive practices.

Sam Ledford, Communications Manager

Sam Ledford has had the privilege of serving as Communications Coordinator for UT Facilities Services since August 2019. She is a two-time UTK graduate, holding a BS in Public Relations and an MS in Communication and Information with a concentration in Strategic and Digital Communication. She loves lake days with her husband, confetti, and her two rescue dogs (Hoagie and Clementine). Her top CliftonStrengths are: Woo, Positivity, Strategic, Communication and Developer.

Trudi Neubeck, Administrative Specialist III for 4-H Youth Development



Trudi Neubeck is the Administrative Specialist III in the 4-H Department of UT Extension on the UT Institute of Agriculture campus in Knoxville. She is in her 7th year in 4-H and has 8 total years at UTK after starting through the temporary help pool. She considers herself a visionary strategist, encourager, collaborator, and lifelong learner. She holds her bachelors ('91) and master's ('22) degrees from UTK and has CAP certification ('17) and the Organizational Management certificate ('17) through IAPP. In 2019, she was identified as an IAAP Subject Matter Expert and an Item Writer for the CAP exam. She currently serves as the co-chair of the IAAP Certification Administration Committee (CAC). Recognizing the comprehensive benefits UT Extension provides for admins, she submitted the application for the 2023 IAAP Employer of the Year award that was bestowed on UT Extension in Orlando in July. In the past two years, she has held additional leadership positions related to and representing the administrative support profession at the state and national levels. She is one of 20 participants identified for the first cohort of The Extension Leadership Academy (TELA) that began this fall.

Rose Parker, Assistant Director of IT

Rose Parker, a graduate of UT with a master's degree in education, is an assistant director in the Office of Innovative Technologies (OIT). With 20+ years in IT support at the university, she coordinates the communication efforts for OIT and provides support to faculty, staff, and students for various OIT services.

Tomi Rogers, Human Resources & Operations Manager



Tomi Rogers currently serves as the Human Resources & Operations Manager for the Institute for Public Service (IPS). Before joining IPS, she served as an Extension Specialist in Extension within the University of Tennessee's Institute of Agriculture. She joined UT in 2001 as an intern in human resources and has gradually been afforded opportunities to grow her career as a human resources professional. Tomi received her BS in Human Resource Development and her MS in Human Resource Management, both from the University of Tennessee, Knoxville. She is currently pursuing a doctorate in Learning and Leadership from the University of Tennessee, Chattanooga.

Rosie Sasso, IT Manager



Rosie Sasso is the Teaching & Learning Technologies Support Manager in the Office of Innovative Technologies. Her team supports a wide array of instructional services utilized across all aspects of course design and delivery by faculty, staff, and students. Services include our campus Learning Management System (Canvas), synchronous course delivery (Zoom), technology-enhanced classrooms, personal response systems, and training.

Anne Skutnik, Director of Student Success



Anne Skutnik is the Director of Student Success for Tickle College of Engineering. Her role encompasses outreach, recruitment, and retention initiatives within the college. This includes planning outreach events and opportunities for K-12 students, coordinating teacher professional development opportunities, collaborating with community organizations like 4-H, and recruiting students to the college. She served as the education and outreach coordinator at CURENT since 2017, helping plan its K-12 and university programs. Skutnik has a PhD in Learning Environments and Educational Studies from UT. In a previous life, she was a middle grades social studies teacher. In her spare time, Skutnik likes to start crafting projects and never finish them and watch her two children make obstacle courses in their basement.

Izetta Slade, Executive Director



Izetta is currently the Executive Director for Employee and Organizational Development with University of Tennessee (UT) System Human Resources. Immediately preceding her move to UT System HR she served as Executive Director of Human Resources at UT Knoxville. Other positions held at UT include; Associate Director for Equity and Diversity, Interim Department Head for UT Extension Evaluation and Staff Development, Interim Human Resource Officer for UT Institute of Agriculture, and Training Program Manager at the Institute for Public Service. Izetta has over 30 years of work experience with higher education institutions. Izetta received her B.S. in Business Administration from the University of South Carolina, her M.S. in Educational Human Resource Development from Texas A&M University, and doctorate in Learning and Leadership through UT, Chattanooga.

Michael Smith-Porter, Chief of Staff



Michael Smith-Porter is the Chief of Staff to Vice Provost Amber Williams in the Division of Student Success. Michael is responsible for project management of high-priority, complex projects and initiatives including research and policy development, university-wide student success initiatives, fundraising, and stewardship. Michael joins the Division of Student Success from the Division of Enrollment Management where he served as coordinator for special projects and initiatives since 2018. In this role, he oversaw special projects and managed strategic partnerships for the Enrollment Management division, as well as planned vice provost sponsored events. Michael earned both a Master of Public Policy and Administration and a bachelor's degree in political science from the University of Tennessee, Knoxville.

Brian Watkins, Leadership Development Consultant



Brian Watkins serves as the Leadership Development Consultant for the University of Tennessee, Knoxville. Prior to joining the UTK HR team in May 2022, Brian served as the Human Resources and Human Capital Director at Tennessee Schools for the Deaf. Brian earned his Professional Training Facilitator for Advance Management Practices from the Tennessee Department of Human Resources in 2015 and has facilitated leadership workshops for multiple state agencies in East Tennessee. Brian holds a Bachelors in Business Administration (BBA) and Master of Business Administration (MBA) from Tusculum University.

Denise Watson, Human Resources Coordinator



Denise Watson is the HR Coordinator at UTK's Haslam College of Business. She is also a Certified Administrative Professional with a certification in "Leading From Where You Are". In addition to her professional responsibilities, Denise is a loving wife, mother of two daughters and one amazing granddaughter. Her hobbies include spending time with her family & friends, painting, woodworking, traveling, and exploring the beautiful East Tennessee mountains. With her dedication and passion for both work and personal pursuits, Denise is a valued member of the UTK community.

Room Hosts

Virginia Fowler, Academic Affairs Manager



Virginia Fowler is the Academic Affairs Manager for the College of Nursing at the University of Tennessee, Knoxville. She has been with the UTK College of Nursing for 8 years and in her current role for 1.5 years. In her free time, she enjoys spending time with her family and friends, running, and planning Scouting events. Virginia is excited to serve as a room host for the APS 2023 event.

Madelyn Lane, Student Worker



Madelyn is originally from Denver, Colorado and a Junior at The University of Tennessee studying towards a Bachelor of Administration in Finance with an emphasis in Entrepreneurship. She joined the University of Tennessee Human Resources Employee and Organizational Department in September 2023 as a Student Worker. Madelyn assists her EOD team with the process of planning and executing professional development conferences. She also works within K@TE to assist user input data. Madelyn currently serves as Vice President of Finance in Haslam's Women in Accounting Club as well as Director of Finance for her Sorority Kappa Delta. She involves herself in a number of other extra-curricular activities such as Financial Management Association, Women in Finance, and the National Society for Leadership and Success. In her free time, Madelyn enjoys cheering on the Vols, cooking, reading, and giving back by volunteering for her favorite organization Prevent Child Abuse America.

Marcia Lane, Administrative Specialist



Marcia Lane assists current and prospective Retail and Hospitality and Tourism Management graduate students with finishing applications, comprehensive exams, office and GTA assignments. Marcia sets up events and all HR functions for the department as well as manages reservations and payments for Ready for the World Café and any customer-paying events. Marcia also prepares taxes and deposits accordingly. Marcia has been with the University for 27 years. Her accomplishments within the College of Education, Health and Human Sciences include the following: Commission for Blacks co-chair 2022-present; CEHHS Reimagine task force 2022-2023; Diversity, Equity and Inclusion Committee & Task Force 2020-2023; UConnecT 2020-2021; Employee Wellness Committee 2019-current; Sick Leave Bank Committee 2018-current; Black Issues Conference 2017-2019; Employee Relations Committee 2015-2020; Dean's Staff Advisory Board 2015-current; Commission for Blacks 2015-2022.

Cindy Lay, Human Resources Consultant



I began my UT career in November 2002 working in Extension at a county office. In 2008 I transferred to the Eastern Region Extension Office, and in 2014 moved to the department of Extension Evaluation and Staff Development. I now serve UTIA as an HR Consultant where no two days are the same. When not serving the employees of the UTIA campus I enjoy spending time with my husband, 11-year-old daughter, and our cows and chickens on our family farm.

Registration Hosts

Alyssa Adorati, Assistant Director



My name is Alyssa Adorati, and I am the Assistant Director for Systems Payrolls. In addition to working for the university since 2015, I am also a proud two-time UT grad. What I love most about my role is getting to meet and work with others from all of the other campuses among the entire UT system. In my spare time, I love to read, practice barre3, and spend time with my husband and two boys.

Bronda Angel, Administrative Specialist



My name is Bronda L. Angel, I have worked for the University of Tennessee - Knoxville for 22 years, in the same office, since January 2, 2001. I am a single mother of 2 - Anthony Brian and my daughter Shaunte' Denise Angel. My children and I love to travel and are FOODIES in every respect of the word. I also love spending time with my family and doing crossword puzzles. I work for the Education Research & Opportunity Center (ERO). We are a federally funded TRiO program that works with high school students, disadvantaged adults, and Veterans who want to further their education. It is a very rewarding job in helping students obtain success in life regarding their education. The most rewarding part of my job is when the students who have graduated come back to visit me. The first thing they say is I thought you would have retired by now! My response is that I am not old enough to retire just yet! Most of the time I am surprised that I am remembered! I like helping people to achieve their goals in anyway I can.

Marcia Lane, Administrative Specialist



Marcia Lane assists current and prospective Retail and Hospitality and Tourism Management graduate students with finishing applications, comprehensive exams, office and GTA assignments. Marcia sets up events and all HR functions for the department as well as manages reservations and payments for Ready for the World Café and any customer-paying events. Marcia also prepares taxes and deposits accordingly. Marcia has been with the University for 27 years. Her accomplishments within the College of Education, Health and Human Sciences include the following: Commission for Blacks co-chair 2022-present; CEHHS Reimagine task force 2022-2023; Diversity, Equity and Inclusion Committee & Task Force 2020-2023; UConnecT 2020-2021; Employee Wellness Committee 2019-current; Sick Leave Bank Committee 2018-current; Black Issues Conference 2017-2019; Employee Relations Committee 2015-2020; Dean's Staff Advisory Board 2015-current; Commission for Blacks 2015-2022.

Wanda Plankey, Benefits Coordinator



Hi, my name is Wanda Plankey. I am an Administrative Coordinator in the Office of Retirement Services at the University of Tennessee. My higher education career and education began at the Burlington County College, Pemberton, New Jersey in 1982. I counseled employees and retirees in all things Human Resources. BCC was a small community college with 380 full time employees. My responsibility included all insurances, retirement plans, deferred compensation plans and five collective bargaining units. I retired from BCC in December 2010 after nearly 29 years of service and immediately began my career at the University of Tennessee January 2011. I continue to proudly assist employees' needs such as orientation, retirement plans, service calculations and deferred compensation. I live in North Knoxville and have two young adult sons that I adore, five cats and two dogs.

Employee & Organizational Development

Sarah Crichton, Learning Consultant and Business Partner



Sarah joined Employee and Organizational Development in January 2022 as the Learning and Development Coordinator. In August 2022, she transitioned to her current role as Learning Consultant and Business Partner. Sarah is a dedicated professional with a passion for learning, leadership, and development. As Learning Consultant and Business Partner, Sarah's mission is to provide system-wide consulting, assistance, and support for designing and implementing synchronous and asynchronous learning. She is responsible for event planning for major conferences, certificate programs, and the UT Leadership Institute, as well as providing support for in-person and online learning opportunities. With her unwavering passion, educational pursuits, and ambition, Sarah is committed to driving educational excellence and fostering inclusive learning opportunities. Sarah holds a B.S. in Business Administration with an emphasis on Human Resource Management and International Business from the University of Tennessee. Currently, Sarah is pursuing her M.S. in Educational Psychology with an emphasis on Adult Education, also from the University of Tennessee.

Kortney Jarman, eLearning Manager and Business Partner



Kortney joined Employee and Organizational Development in February 2022. Prior to joining the EOD, he served the UTK Campus for 20 years in various roles, first as a Computer Support Specialist for the Haslam College of Business, an IT Specialist and Systems Admin for the Center for Career Development, and a Learning Technology Specialist for the Instructional Support and Training team in the Office of Information Technology. Kortney has a diverse background in technology support and training and strives to use technology as a tool for growth, collaboration and development. He has a passion for learning and providing learning opportunities. Kortney advises on eLearning best practices that adhere to high quality standards and aids in training and support for campus learning administrators. Kortney holds a Bachelor's Degree in Statistics from the University of Tennessee, Knoxville and is currently earning his Bachelor's in Educational Psychology with an emphasis on Adult Education.

Jenna Johnson, eLearning Coordinator



Jenna joined Employee and Organizational Development in June 2022 as the Sr. Learning Coordinator and LMS Technical Assistant. She transferred into her new role as eLearning Coordinator in August 2023. Jenna is motivated and dedicated to delivering high - quality work while fostering collaboration and supporting organizational needs. She is committed to learning and contributing to the growth of UT System employees. As eLearning Coordinator, Jenna provides K@TE learning management system support for UT Business Partners, assists with the logistics and planning for EOD learning opportunities, and provides frontline customer service on behalf of the team.

Jenna is currently completing her B.S. in Business Administration at the University of Tennessee, Knoxville majoring in Human Resource Management with a concentration in International Business.

Madelyn Lane, Student Worker



Madelyn is originally from Denver, Colorado and a Junior at The University of Tennessee studying towards a Bachelor of Administration in Finance with an emphasis in Entrepreneurship. She joined the University of Tennessee Human Resources Employee and Organizational Department in September 2023 as a Student Worker. Madelyn assists her EOD team with the process of planning and executing professional development conferences. She also works within K@TE to assist user input data. Madelyn currently serves as Vice President of Finance in Haslam's Women in Accounting Club as well as Director of Finance for her Sorority Kappa Delta. She involves herself in a number of other extra-curricular activities such as Financial Management Association, Women in Finance, and the National Society for Leadership and Success. In her free time, Madelyn enjoys cheering on the Vols, cooking, reading, and giving back by volunteering for her favorite organization Prevent Child Abuse America.

Izetta Slade, Executive Director



Izetta is currently the Executive Director for Employee and Organizational Development with University of Tennessee (UT) System Human Resources. Immediately preceding her move to UT System HR she served as Executive Director of Human Resources at UT Knoxville. Other positions held at UT include; Associate Director for Equity and Diversity, Interim Department Head for UT Extension Evaluation and Staff Development, Interim Human Resource Officer for UT Institute of Agriculture, and Training Program Manager at the Institute for Public Service. Izetta has over 30 years of work experience with higher education institutions. She also has experience in working with business, non-profit, and local, county, and state government agencies to provide human resources, customer service, strategic planning, program facilitation, event planning, leadership coaching and development, performance and organizational consulting, and professional development services. Izetta received her B.S. in Business Administration from the University of South Carolina, her M.S. in Educational Human Resource Development from Texas A&M University, and doctorate in Learning and Leadership through UT, Chattanooga.

Jeannie Tennant, Associate Director and Business Partner



Jeannie, a dedicated professional, joined Employee and Organizational Development (EOD) in June 2021. Prior to her tenure with EOD, she served the UTK campus as a Learning and Organizational Development Consultant. With a foundation as an educator and coach, Jeannie boasts a diverse background encompassing public education, healthcare, and higher education, all with a strong focus on leadership and staff development, professional coaching, and program facilitation. Her unwavering commitment to lifelong learning is evident in her work, which centers on creating meaningful and rigorous learning opportunities. Jeannie has extensive experience providing inclusive leadership development, strategic planning, differentiated learning, and organizational consulting. She holds a bachelor's degree in Multidisciplinary Studies and Human Learning from Tennessee Technological University and earned her master's degree in leadership and management, further enhancing her expertise and dedication to the field.

Alyssa Thom, Sr. Learning Consultant and Business Partner

Alyssa joined Employee and Organizational Development in February 2023. Prior to joining the EOD team, she served the UTK campus as an Academic Personnel Specialist. Trained in education and with 10 years of experience in human resources, Alyssa has a diverse background in public education, local government, and higher education. Outside of work, Alyssa enjoys serving her community through volunteering and service projects. In nearly 20 years of volunteering for Canine Companions, she has helped to raise 11 service dogs. As Sr. Learning Consultant and Business Partner, Alyssa's focus is to address the unique learning and development needs of each campus and institute, through the design, development, and delivery of learning programs. Alyssa is passionate about providing meaningful learning opportunities to every employee of UT. Alyssa holds a bachelor's degree in Liberal Studies from San Diego State University, a certificate in Human Resources Management from University of Nevada, Reno, and is currently pursuing a M.S.S.W in Organizational Leadership at University of Tennessee, Knoxville.



Bold and impactful

Serving the State by tackling grand challenges

Embrace diversity

Respecting our individual and organizational uniqueness that makes us stronger

Optimistic and visionary

Empowering courageous leadership

Nimble and innovative

Inspiring creative and transformational action

Excel in all we do

Committing to continuous improvement and outstanding performance

United and connected

Collaborating internally and externally for greater collective impact

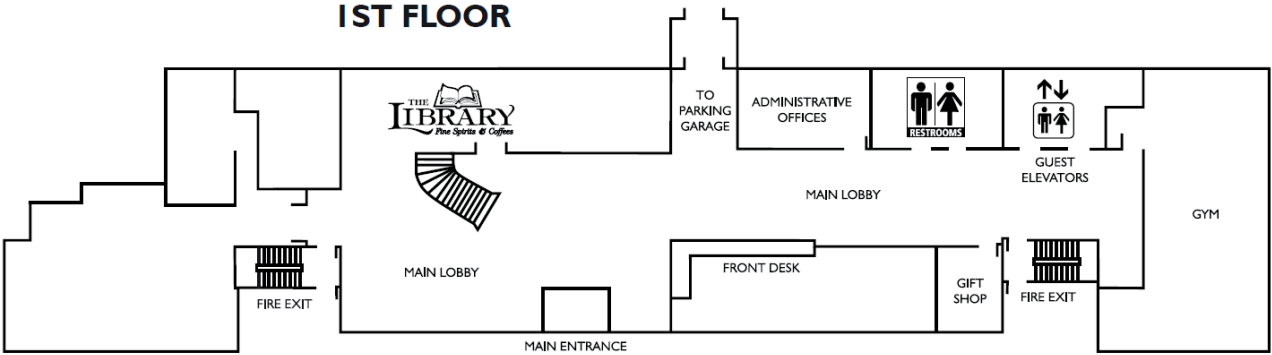
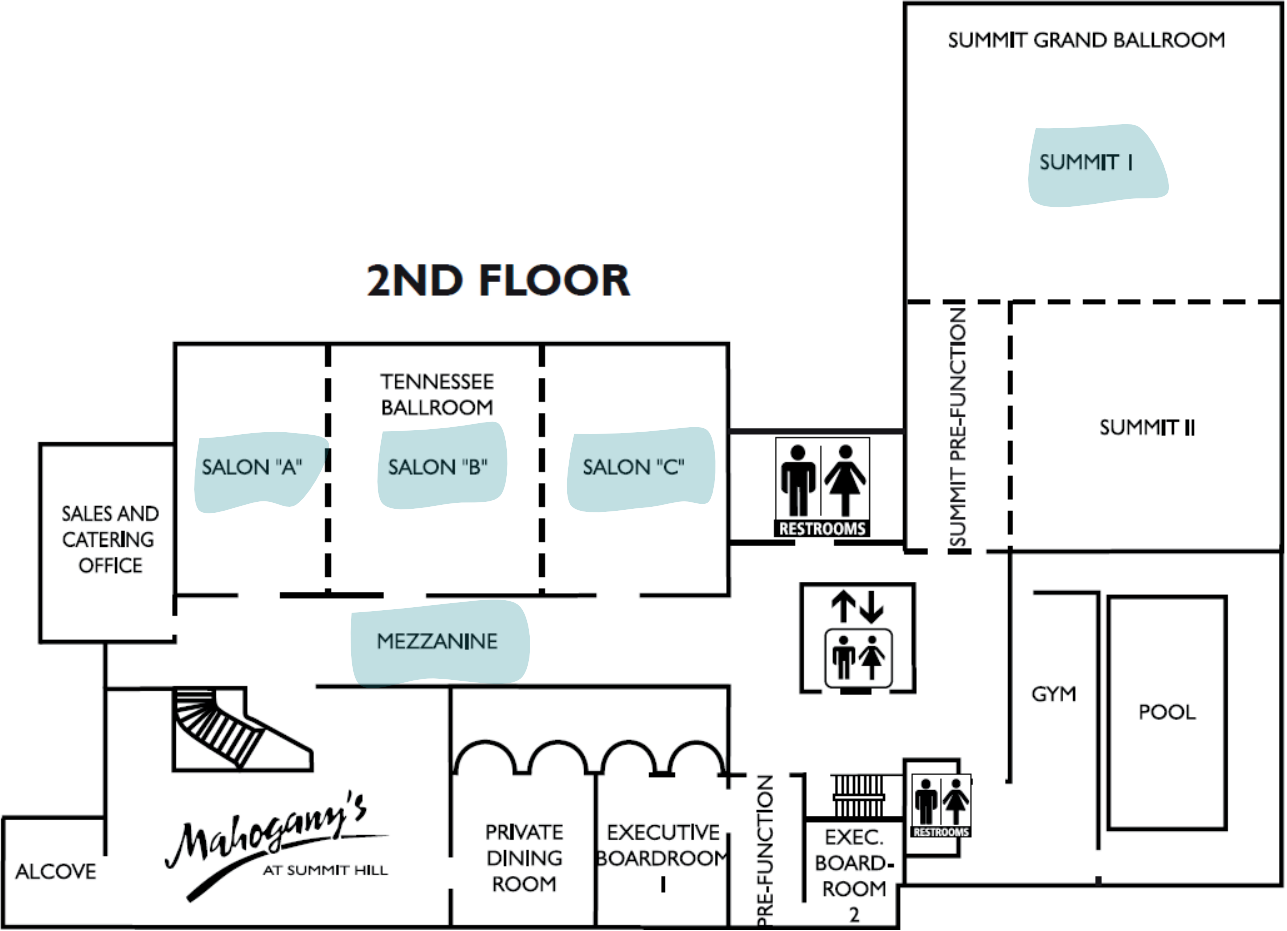
Transparent and trusted

Fostering integrity through openness, accountability, and stewardship



CROWNE PLAZA®

KNOXVILLE



MENU

APS PROGRAM
NOVEMBER 8, 2023

B R E A K F A S T

Tortilla Wraps with Scrambled Eggs, Sausage and Cheddar Cheese
Sausage Cheddar Biscuits
Sticky Cinnamon Rolls
Assorted Danish, Muffins, Granola Bars, and Yogurt
Fresh Seasonal Fruits and Berries with Maple Yogurt Dip
Coffee, Decaf Coffee, Hot Tea

B R E A K

Coffee, Decaf Coffee, Lemonade

L U N C H

Fiesta Corn and Black Bean Salad Warm Green Chile Queso with Tortilla
Chips and Roasted Tomato Salsa
Chicken and Beef Fajitas, Soft Flour Tortillas, Shredded Lettuce, Cheddar
Cheese, Pico de Gallo, Guacamole, Sour Cream, Jalapeños, Cheese
Enchiladas, Spanish Rice and Refried Beans
Cinnamon-Sugar Churros with Warm Caramel Sauce

S N A C K

Double Fudge Brownies and Otis Spunkmeyer Jumbo Cookies
Tortilla Chips and Salsa
Coffee and Assorted Sodas

MENU

APS PROGRAM
NOVEMBER 9, 2023

B R E A K F A S T

Apple, Orange & Cranberry Juices
Seasonal Fresh Fruits and Berries
Assorted Scones, Danish, Muffins, and Croissants with Whipped Butter and Preserves
Scrambled Eggs, Applewood Smoked Bacon, & Country Sausage
French Toast with Warm Maple Syrup
Country Style Breakfast Potatoes
Coffee, Decaf Coffee, Hot Tea

S N A C K

Imported and Domestic Cheese Display with Fresh Fruit Garnish and Assorted Crackers
Fresh Vegetables Served with Ranch Dip
Assorted Candy Bars
Mixed Nuts
Coffee, Decaf Coffee, Hot Tea

L U N C H

Potato Salad, Cole Slaw, Macaroni Salad
Grilled Hamburgers and Chicken Breast, Nathan's Famous Hot Dogs, Molasses Baked Beans
Tomato, Lettuce, Pickles, Onions, Mayonnaise, Mustard, Ketchup
Hamburger Buns, American Cheese, Bags of Assorted Chips
Otis Spunkmeyer Cookies
Iced Bottled Water and Canned Soft Drinks