



NEXT Conference Program

Friday, October 20, 2023

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NEXT Agenda

Friday, October 20, 2023

| Time | Event | Location |
|-------------------|---|------------|
| 8:00am - 8:30am | Registration & Breakfast | Lobby |
| 8:30am - 9:15am | Welcome & Keynote <i>EOD, Patricia Burks-Jelks, John Schmisser, Robert Clark</i> | Auditorium |
| 9:30am - 10:30am | Unlocking Potential: Embracing an Agile Mindset <i>Alexis Bishop, Human Resources Consultant</i> | E210 |
| | Balancing Act: Navigating Work-Life Integration <i>Nick Van Zandbergen, Public Safety EEHS</i> | E211 |
| | Owning Leadership: Leading from Where You Are <i>Ashley Brooks, Human Resources Associate</i> | F252 |
| | Mastering Focus: Busting the Myth of Multitasking <i>Andre' Porter, Graduate and Professional Studies Recruiter</i> | F253 |
| 10:30am - 10:45am | Break | Commons |
| 10:50am - 11:50am | Mastering Focus: Busting the Myth of Multitasking <i>Andre' Porter, Graduate and Professional Studies Recruiter</i> | E210 |
| | Unlocking Potential: Embracing an Agile Mindset <i>Alexis Bishop, Human Resources Consultant</i> | E211 |
| | Balancing Act: Navigating Work-Life Integration <i>Nick Van Zandbergen, Public Safety EEHS</i> | F252 |
| | Owning Leadership: Leading from Where You Are <i>Ashley Brooks, Human Resources Associate</i> | F253 |

| Time | Event | Location |
|------------------|---|---------------------------|
| 12:00pm - 1:20pm | Lunch | Dining Hall |
| 1:30pm - 2:30pm | Owning Leadership: Leading from Where You Are <i>Ashley Brooks, Human Resources Associate</i> | E210 |
| | Mastering Focus: Busting the Myth of Multitasking <i>Andre' Porter, Graduate and Professional Studies Recruiter</i> | E211 |
| | Unlocking Potential: Embracing an Agile Mindset <i>Alexis Bishop, Human Resources Consultant</i> | F252 |
| | Balancing Act: Navigating Work-Life Integration <i>Nick Van Zandbergen, Public Safety EEHS</i> | F253 |
| 2:30pm - 2:45pm | Break | Commons |
| 2:50pm - 3:50pm | Balancing Act: Navigating Work-Life Integration <i>Nick Van Zandbergen, Public Safety EEHS</i> | E210 |
| | Owning Leadership: Leading from Where You Are <i>Ashley Brooks, Human Resources Associate</i> | E211 |
| | Mastering Focus: Busting the Myth of Multitasking <i>Andre' Porter, Graduate and Professional Studies Recruiter</i> | F252 |
| | Unlocking Potential: Embracing an Agile Mindset <i>Alexis Bishop, Human Resources Consultant</i> | F253 |
| 3:55pm - 4:10pm | Small Group Debrief | E210, E211, F252, F253 |
| 4:25pm - 4:45pm | Closing & Adjourn | Auditorium |

Session Descriptions

Unlocking Potential: Embracing an Agile Mindset

Alexis Bishop, Human Resources Consultant

This is a dynamic session that explores the power of adopting an agile mindset for personal and professional growth. Discover how embracing change, developing resilience, and fostering collaboration can lead to success in today's fast-paced world. Through interactive discussions and practical exercises, participants will gain insights and strategies to navigate uncertainty and drive innovation. This session provides practical tools for adaptability, innovation, and continuous growth in any field. Leave inspired and equipped to unlock your potential by embracing an agile mindset.

Balancing Act: Navigating Work-Life Integration

Nick Van Zandbergen, Public Safety EEHS

Discover practical strategies for harmonizing work and personal life in this session. Explore the dynamic approach of work-life integration, shifting focus from traditional "balance" to intentional integration. Gain insights on setting priorities, establishing boundaries, and flexibility to seamlessly merge work and personal commitments. Through interactive discussions, uncover the power of aligning personal values with professional goals.

Owning Leadership: Leading from Where You Are

Ashley Brooks, Human Resources Associate

In this session, explore the true essence of leadership. Challenge traditional notions that restrict leadership to titles and positions and explore how each individual has the potential to make a positive impact. Discover strategies for developing your leadership skills, regardless of your formal position, and learn how to effectively communicate, inspire, and influence those around you. Through interactive discussions and engagement, you will develop an understanding of leadership principles and acquire practical skills to effectively lead from where you are. "You don't need a title to show some leadership." - Robin Sharma.

Mastering Focus: Busting the Myth of Multitasking

Andre' Porter, Graduate and Professional Studies Recruiter

Multitasking has long been hailed as a valuable skill, but is it truly effective? In this eye-opening session, challenge the notion of multitasking and explore the science behind attention and productivity. Through engaging discussions and interactive exercises, gain valuable insights into the power of monotasking. Learn effective strategies to sharpen focus, increase productivity, and set priorities.

Keynote

Robert Clark, Painter



Robert Clark has been with the University of Tennessee since 2007 as a painter. As a leader, Robert always aims for the best in himself and shows kindness to everyone around him. As a leader, Robert understands the importance of leading from where you are, and that leadership does not equate with a title. In 2020, Robert completed his bachelor's degree in corporate communications.

Beyond his professional engagements, Robert's selfless dedication has found an outlet in youth basketball coaching over the span of a decade, most notably fostering young basketball talents within the junior pro program at Rush Strong Elementary School in Strawberry Plains, TN. Additionally, Robert and his wife, Amanda, have been together for 34 years. They have three sons and three grandchildren together.

Facilitators & Speakers

Alexis Bishop, Human Resources Consultant



Alexis Bishop is the Learning and Organizational Development Consultant at the University of Tennessee, Knoxville. Before joining the LOD team in February 2022, she worked as a Science Teacher here in East Tennessee for three years. As an educator, she gained experience in content development, virtual teaching, LMS administration, and learning facilitation. Outside of teaching, she has also held positions as a tutor, editor, and freelance writer. A Volunteer through and through, Alexis earned both her Bachelor of Science in Microbiology and Master of Science in Teacher Education from the University of Tennessee, Knoxville.

Ashley Brooks, Human Resources Associate



After completing a few summer internships at the UT Space Institute (UTSI) while attending Middle Tennessee State University (MTSU), Ashley Brooks graduated in May of 2020 from MTSU and found her way back to the beautiful campus of UTSI in Tullahoma, TN with a full-time position. She currently works as a Human Resources Associate II in the Human Resources, Equity and Diversity, & Compliance office at UTSI. In addition, she serves on the board of her local SHRM chapter, Highland RIM SHRM, as Assistant Secretary and as a Chapter Connector for the CUPA-HR Tennessee Chapter. In her free time, she loves creating and listening to music, reading, and cooking.

Patricia Burks-Jelks, Director of Human Resources



Patricia Burks-Jelks, director of human resources at the UT Space Institute, practices stewardship and accountability, and models it for those whom she works with daily. Burks-Jelks' unwavering drive is also illustrated in her philanthropy work. She is the recipient of the June Anderson Award presented by Women in Higher Education (WHET), the Meritorious Service Award from the Southern Region of College and University Professional Association for Human Resources and the Exemplary Woman of the Year Award presented by Mt. Olive Primitive Baptist Church in Winchester. Every day, she continues to be the definition of transparent and trusted.

Andre' Porter, Graduate and Professional Studies Recruiter



Andre' Porter was born in Los Angeles and spent much of his childhood on military bases in New Mexico, Tennessee, and Mississippi where he graduated from Meridian High School. Andre' attended the University of Southern Mississippi, earned his BSBA in Finance at California State University, East Bay, and the Master of Healthcare Administration with a Healthcare Informatics Graduate Certificate from Tennessee Tech. His career spans quality control for a GM division, managing a Blockbuster video store, marketing DVDs and early internet retail, and program management at the University of California, Berkeley where he earned a Chancellor's Outstanding Staff Award. He is currently the graduate and professional studies recruiter at the University of Tennessee Space Institute in Tullahoma, TN and Tickle College of Engineering in Knoxville. Mentoring and uplifting youth and social and environmental justice are his passions. Andre' recently served on the board of Stronger Than My Father, Inc. in Antioch, TN, supporting youth and families through quality pre- and after-school care and mentorship, including a Christian-principles-based leadership Academy. Currently, he is thoroughly emersed in the rearing of a five year old son.

John Schmisser, Executive Director



John D. Schmisser joined the faculty of the University of Tennessee Knoxville in 2014 as the H.H. Arnold Chair and Goethert Professor. Prior to coming to the University of Tennessee, Schmisser had a 23-year career with the Air Force Research Laboratory, where his final position was the Chief of the Energy, Power & Propulsion Sciences Division and Program Manager for Aerothermodynamics within the Air Force Office of Scientific Research (AFOSR). He is a Fellow of the Air Force Research Laboratory and the American Institute of Aeronautics and Astronautics (AIAA) and received the honor of Outstanding Aerospace Engineer from the Purdue School of Aeronautics and Astronautics (2014). Schmisser lives in Tullahoma, Tennessee with his wife Brooke and son J.D. His faith and family come before his career and he enjoys every moment he can get with his family, particularly mentoring J.D. in his growth as a future engineer, baseball player, and clay target shooter. Schmisser earned his B.S. and M.S. degrees in aerospace engineering from The University of Texas at Austin and his Ph.D. in aeronautics and astronautics from Purdue University.

Nick Van Zandbergen, Public Safety EEHS

Nick has been working for the University of Tennessee Space Institute for 9 years. He began his journey as a temporary groundskeeper. After one month, Nick was offered a full-time position in the Facilities department. While working for UTSI, Nick completed countless job specific trainings, achieved a certification as a Grade 2 Wastewater Treatment plant operator, achieved a certified Siemen's Mechatronics systems assistant certification, completed a second Associates degree, and completed his Bachelors degree. Nick transitioned from a Maintenance specialist to his current position with the Safety Department in 2021. Outside of work life, Nick has been married for 15 years and has 4 children with his wife. Nick has been volunteering as a coach for numerous sports for his children for the past 13 years. He also takes several opportunities to volunteer at community outreach events within Coffee County. Nick and his wife have also assumed a new role within their church as the Youth Pastors.

Room Hosts

Kaycee Edwards, Business Manager



Kaycee Edwards joined the UT Space Institute in 2014 and is a Business Manager that renders business operations related to the HORIZON department that is driven by Hypersonics research in Aerospace Defense. Kaycee is pursuing a master's degree in management and enjoys accommodating services to faculty, staff, and students for collaborative teamwork. She also enjoys seminars that involve topics of leadership, personality types, and team building. Kaycee is also is Tennessee Promise mentor that provides guidance to high school seniors enrolling in their selected college.

Jonathan Kolwyck, Manager of Residential Engineering & Operations



Jonathan Kolwyck is a Research Associate II at the University of Tennessee Space Institute. In this role, he provides engineering and technical support for research projects in various facilities including wind tunnels, vacuum chambers, and a rocket engine test cell. He holds a B.Sc. in Engineering (Mechanical) from the University of Tennessee at Martin and a M.Sc. in Aviation Systems from the University of Tennessee Space Institute. He is the father of two energetic little boys that keep him busy outside of work. When time and funds allow, he enjoys flying a tremendously underpowered (by his own standards) 1976 Cessna 150M and working on a somewhat-rusty 1983 Chevrolet C10 pickup - a gift from his grandfather.

Meghan Morris, Communications & Marketing Special Events Coordinator



Meghan Morris is a native of Franklin County, TN and born on March 6, 1986. She is a resident of Decherd, TN with her husband Eric and three kids, Avaley 12, Jasper 9, and Harper 7. Meghan earned her Associates Degree in Human Services in January, 2017 from Kaplan University and her Bachelor's Degree in Interdisciplinary Studies, (Human Services) with a minor in Psychology from East TN State University on December 2021. Meghan started working in the UTSI Dining Hall in 2015 and after earning her Associates Degree was promoted to work as the Assistant to the Executive Administrative Assistant until 2017 when she was again promoted to the Executive Administrative Assistant. After earning her Bachelor's degree, she took the position as the Communications and Marketing Special Events Coordinator for UTSI in March of 2022. She has been working since the age of 16, mostly in customer service as a server or bartender until the birth of her daughter in 2011. Working in customer service for over a decade set the stage for the love of serving others, understanding the nature of people, and developed a strong work ethic based around honesty, hard work, trust, and integrity.

Susan Murphy, Director of Facilities



My name is Susan Murphy. I'm the Director for Facilities at the University of Tennessee Space Institute. I graduated from Motlow State Community College in 1984 with an associate degree in business. In 2007 I, along with several very supportive colleagues, was given an opportunity to attend Austin Peay State University in a new program they were offering. I received a bachelor of science degree in professional studies in May 2008. My career at UTSI began in October of 1980, shortly after graduating from high school, working in the Business Office. In 1985 I transferred to the Physical Plant department and found my niche. I was promoted to Director in May of 2018. Since taking this position I have taken OSHA and FEMA training and am a member of the emergency operations team. I love learning new things and continue to find opportunities to do that.

Registration Hosts

Shannon Burks, Financial Associate



I'm currently a Financial Associate 3 in the Business Office at UTSI and have been employed here for 4 yrs. Before that, I worked for State Farm Insurance for 11years in the Payment Plan/Billing Department. I have attended Motlow and MTSU where I studied Business Administration. I am a team player with great interpersonal skills. I enjoy helping others and don't meet any strangers. For the last 3 years, I have been a member of Women In Higher Education In Tennessee (WHET). I have also served on the UTSI Employee Relations Committee (ERC) for 2022 & 2023. I have a son who just graduated high school this year. He is planning to attend college at Motlow in the Spring and a daughter that lives in California and works for a company that certifies Lab Equipment.

Charlotte Henley, Administrative Associate



Charlotte Henley is the Associate Assistant for the UTSI Executive Director. I have an extensive background in a variety of office administrative duties such as recruiting, providing leadership to other department administration, academic support for programs and students, and securing outside resources for incoming potential faculty. Overseeing numerous accounts to ensure accuracy, validity, and necessity. I currently have 44 years of service at UTSI.

Pam Ledford, Human Resources Consultant



Pam Ledford has worked at the UT Space Institute (UTSI) in Tullahoma since 1990, specifically in the UTSI Human Resources, Equity & Diversity, and Compliance office since 1995. She specializes in all phases of employee recruitment, employment, benefit coordination, and employee relations. She enjoys working with the employees and assisting them with their benefit needs. During her tenure, she has served on the UTSI Employee Relations Committee (ERC) multiple times and has served as the UTSI ERC representative on the UT System Employee Relations Advisory Board. Pam earned her Associate Degree in Business Administration from Motlow State Community College and has worked towards her bachelor's degree at Austin Peay State University. She also obtained the Certified Professional Secretary (CPS) certification. She and her husband reside in Manchester and enjoy fishing (she reads while he fishes), gardening, motorcycle riding, spending family time with their 2 sons, 2 daughters-in-law, and spoiling their adorable granddaughter.

Courtney Maricle-Frazier, Human Resources Associate



Courtney Maricle-Frazier has been a Human Resources Associate with the Space Institute for the last 16.5 years. She was hired as a student worker, working between Human Resources and Finance in March 2007 and has enjoyed every minute of the changes she has seen at UTSI. During her tenure, she has served on the UTSI Employee Relations Committee (ERC) multiple times and has served as the UTSI ERC representative on the UT System Employee Relations Advisory Board. Courtney earned her associates in General Education at Motlow State Community College in 2007. She holds a bachelor's degree in University Studies from Middle Tennessee State University class of 2015. Courtney is an active member and board secretary for the Highland Rim Society for Human Resources and Management (SHRM). She is also the board secretary for Templar Ladies Shooting Club located at Templar Shooting Sports located in Tullahoma, TN. In her spare time she enjoys hunting/shooting and shoe shopping. Courtney and her husband, Shane, reside in Tullahoma with their 2-year old chocolate lab, Caly.

Tech Support

Kanawful Massingille, Assistant Director for IT



My name is Kanawful Massingille and I am the Assistant Director for Information Technology at the University of Tennessee Space Institute. I've been with UTSI for 11 years now and have spent a total of 20 years in the IT field. I enjoy making sure that users have the best tools needed to complete their jobs and that all our systems are up-to-date and running smoothly.

Ryan Winton, IT Technologist



My name is Ryan Winton and I'm an IT Technologist at the University of Tennessee Space Institute. I enjoy using my skills to ensure a positive workflow for the university. I graduated from Tennessee College of Applied Technologies (TCAT) in 2018 with an IT Operations Specialist degree. While in school, I obtained CompTIA A+ and CompTIA Network+ certifications. During my time there I was the IT department for the school, and I set up the network infrastructure for a new TCAT campus. My hobbies include kayaking, basketball, and hiking.

Employee & Organizational Development

Sarah Crichton, Learning Consultant



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



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. His focus is to provide employee development and compliance training initiatives via the K@TE learning management system for statewide internal employees, UT departments and campuses. He 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.

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.

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 20 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 Tenannt, Associate Director



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



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.

MENU

NEXT CONFERENCE
FRIDAY, OCTOBER 20, 2023

B R E A K F A S T

Danishes and Cinnamon Rolls, Sausage Balls, Fresh Fruit
Coffee with Cream and Sugar, Water, Assorted Juices, Tea

S N A C K

Candy and Chocolate Bars, Bags of Chips, Trail Mix, Granola Bars
Soft Drinks, Lemonade, Water

L U N C H

Taco Bar, Option for Ground Beef or Chicken Fajita
Peach Cobbler, Brownies, Ice Cream
Fountain Drinks, Sweet/Unsweet Tea, Water, Coffee

S N A C K

Candy and Chocolate Bars, Bags of Chips, Trail Mix, Granola Bars
Soft Drinks, Lemonade, Water