



# CWL Program

Wednesday, May 22, 2024 - Thursday, May 23, 2024

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# CWL Agenda

Wednesday, May 22, 2024

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**Decision-making** | **Well-being** | **Invisible Work** | **Work Relationships** | **Executive**

Time	Event	Location
11:00am - 12:00pm	Registration	Atrium
12:00pm - 1:00pm	<b>Welcome, Keynote, and Lunch</b> <i>Izetta Slade, Executive Director of EOD</i> <i>Jeannie Tennant, Associate Director of EOD</i> <i>Claudette Shephard, Associate Director of Access and Engagement</i>	Dining Room
1:10pm - 2:10pm	<b>Integrity In Action: Navigating Moral Crossroads</b> <i>Beth Crawford, Professor &amp; Program Advisor</i>	206-7
	<b>Adapting to New Realities: A Journey of Healing and Recovery</b> <i>Carmen Coleman, Benefits Consultant</i>	313
	<b>Fueling Your Fire: Overcoming Burnout and Give-Out</b> <i>Cearra Sears, Career Development Coach</i>	305
	<b>Beyond Colleagues: The Value of Workplace Friendships</b> <i>Zoe Nunley, Learning and Organizational Development Consultant</i>	204-5
	<b>From Leading You to Leading Others</b> <i>Petra McPhearson, Sr. Vice Chancellor</i>	Student Lounge
2:10pm - 2:20pm	Break	
2:20pm - 3:20pm	<b>Beyond Overwhelmed: Combatting Decision Fatigue</b> <i>Judith Nyabando, Chief Data Officer</i>	206-7
	<b>Boldly Positive: The Optimistic Woman</b> <i>Venus Claxton, Associate Director</i>	313

Time	Event	Location
2:20pm - 3:20pm	<p><b>The Unseen Weight: Addressing the Invisible Mental Strain</b>  <i>Diana Dedmond, Assistant Professor and Director of Clinical Affairs</i></p>	305
	<p><b>Workplace Harmony: Building Stronger Connections at Work</b>  <i>Valarie Fleming, Sr. Associate Vice Chancellor</i></p>	204-5
	<p><b>Empowered Relationships: A Journey from Pleasing to Challenging</b>  <i>Judy Cheatham, Vice Chancellor and Provost</i></p>	Student Lounge
3:20pm - 3:30pm	Break	
3:30pm - 4:30pm	<p><b>Adaptive Agility: Decisions in Real-Time</b>  <i>Jennifer Stewart, Teaching and Learning Product Manager</i></p>	206-7
	<p><b>Inner Harmony: Cultivating Mindfulness for Well-being</b>  <i>Ansley Stanfill, Associate Dean of Research &amp; Jenifer Prather, PhD Student</i></p>	313
	<p><b>Invisible Labor, Visible Impact: Women's Hidden Contributions in the Workplace</b>  <i>Kiara Castleman, Assistant Registrar</i></p>	305
	<p><b>Mutual Empowerment: The Evolution of Supervisor-Employee Relationships</b>  <i>Heather Colturi, Associate General Counsel</i></p>	204-5
	<p><b>Navigating Your Career Jungle Gym: Beyond Climbing Ladders</b>  <i>Cindy Russell, Vice Chancellor</i></p>	Student Lounge
4:45pm - 7:00pm	Disco Dinner	Breezeway

# CWL Agenda

Thursday, May 23, 2024

**Decision-making** | **Well-being** | **Invisible Work** | **Work Relationships** | **Executive**

Time	Event	Location
8:15am - 9:30am	<b>Special Presentation, Keynote, &amp; Breakfast</b> <i>Izetta Slade, Executive Director of EOD</i> <i>Jeannie Tennant, Associate Director of EOD</i> <i>Jessica DeMill, Sr. Manager at Fidelity Investments</i>	Dining Room
9:40am - 10:40am	<b>Career Crossroads: Should I Stay or Should I Go?</b> <i>Brandie Paul, Director of Athletics</i>	206-7
	<b>Fit for Success: Infusing Physical Wellness in the Workplace</b> <i>Jamie Blessinger, Registered Yoga Teacher</i>	313
	<b>The Hat Rack of Life: Juggling Multiple Roles with Grace</b> <i>Patricia Burks-Jelks, Director of Human Resources</i>	305
	<b>Trailblazers Together: The Dynamic Duo of Mentorship</b> <i>Carriann Bingham, Business Manager</i>	204-5
	<b>The Human Side of Leadership: The Shift From Directing to Connecting</b> <i>Valerie Rutledge, Dean</i>	Student Lounge
10:40am - 10:50am	Break	
10:50am - 11:50am	<b>Emerging Leaders Roundtable</b> <i>Gwendolyn Hopkins, Admin Specialist</i>	305
	<b>Early Leaders Roundtable</b> <i>Brittney Murray, Administrative Project Manager</i>	204-5

<b>Time</b>	<b>Event</b>	<b>Location</b>
10:50am - 11:50am	<b>Mid-level Leaders Roundtable</b> <i>Laura Sloan, Director of Compensation</i>	206-7
	<b>Executive Leaders Roundtable</b> <i>Chandra Alston, Vice Chancellor</i>	Student Lounge
12:00pm - 1:30pm	<b>Closing &amp; Lunch</b> <i>Izetta Slade, Executive Director of EOD</i> <i>Jeannie Tennant, Associate Director of EOD</i>	Dining Room

# Session Descriptions

**Decision-making** | **Well-being** | **Invisible Work** | **Work Relationships** | **Executive**

## **Integrity in Action: Navigating Moral Crossroads**

*Beth Crawford, Foundation Professor & Program Advisor*

In this session, we explore the intersection of integrity and decision-making where we will discuss how to navigate moral crossroads with ethical considerations. Through discussions and interactive engagements, participants will gain insights into fostering a culture of integrity within their organizations.

## **Adapting to New Realities: A Journey of Healing and Rediscovery**

*Carmen Coleman, Benefits Consultant*

In this session, we invite you to explore the multifaceted nature of loss and the profound impact it has on our lives. Whether it is the loss of a job, a loved one, an idea, or a dream, each experience of loss carries its own unique set of challenges and emotions.

## **Fueling Your Fire: Overcoming Burnout and Give-Out**

*Cearra Sears, Career Development Coach*

Join us in this session as we address the pervasive issue of burnout and give-out, offering practical tools and insights to reignite your passion and purpose. Together, we will explore strategies for managing stress, prioritizing self-care, and cultivating resilience.

## **Beyond Colleagues: The Value of Workplace Friendships**

*Zoe Nunley, Learning and Organizational Development Consultant*

In this session, we will delve into the transformative power of workplace friendships and connections. Beyond professional collaborations, these relationships enrich our lives, foster camaraderie, and enhance productivity.

## **From Leading You to Leading Others**

*Petra McPhearson, Sr. Vice Chancellor*

The way forward as the leader of an organization is to utilize the strengths of the entire team. Explore how to move forward from a successful person to a successful leader.

**Decision-making | Well-being | Invisible Work | Work Relationships | Executive**

### **Beyond Overwhelmed: Combatting Decision Fatigue**

*Judith Nyabando, Chief Data Officer*

The abundance of choices can often lead to decision fatigue, impeding our ability to make clear and effective decisions. In this session, we explore the root causes of decision fatigue and equip participants with practical strategies to overcome it.

### **Boldly Positive: The Optimistic Woman**

*Venus Claxton, Associate Director*

In this empowering discussion, we will discuss the transformative power of optimism and its profound impact on personal and professional growth. From reframing setbacks as opportunities for growth to cultivating gratitude and resilience, we will uncover the keys to embracing a boldly positive mindset that empowers us to thrive in every aspect of our lives.

### **The Unseen Weight: Addressing the Invisible Mental Strain**

*Dr. Diana Dedmon, Assistant Professor and Director of Clinical Affairs*

In this session, we illuminate the often silent burden of invisible mental strain that many women carry in their daily lives. We will examine the complexities of managing mental health challenges while navigating the demands of work, family, and society.

### **Workplace Harmony: Building Stronger Connections at Work**

*Dr. Valarie Fleming, Sr. Associate Vice Chancellor*

Join us as we explore the importance of building stronger connections in the workplace to promote harmony and productivity. We will review the impact of diverse perspectives and inclusive practices on fostering a sense of belonging and engagement among team members.

### **Empowered Relationships: A Journey from Pleasing to Challenging**

*Judy Cheatham, Vice Chancellor and Provost*

In this session, we will examine the journey from being a people pleaser to becoming a leader who effectively challenges others to grow and develop. We will also discuss the shift in relationships that comes with challenging others.

**Decision-making | Well-being | Invisible Work | Work Relationships | Executive**

### **Adaptive Agility: Decisions in Real-Time**

*Jennifer Stewart, Academic Technology Consultant*

Decision-making demands not only clarity of thought but also the ability to adapt swiftly to changing circumstances. This session focuses on cultivating adaptive agility and empowering participants to make timely and effective decisions in difficult situations.

### **Inner Harmony: Cultivating Mindfulness for Well-being**

*Ansley Stanfill & Jenifer Prather, Associate Dean of Research & PhD Student*

Join us in this transformative session where we study the profound practice of mindfulness for enhancing inner harmony and overall well-being. We will explore how mindfulness can help us cultivate a deeper connection with ourselves, navigate life's challenges with resilience, and foster a sense of peace and balance amidst the chaos of daily life.

### **Invisible Labor, Visible Impact: Women's Hidden Contributions in the Workplace**

*Kiara Castleman, Assistant Registrar*

In this session we shine a spotlight on the often overlooked but invaluable contributions of women in the workplace. We will examine how these contributions often go unrecognized and undervalued and discuss strategies for raising awareness and advocating for recognition.

### **Mutual Empowerment: The Evolution of Supervisor-Employee Relationships.**

*Heather Colturi, Associate General Counsel*

This session explores the transformative evolution of supervisor-employee relationships. We will discuss the traditional hierarchical structures that have often characterized supervisor-employee relationships and their limitations on organizational effectiveness and employee engagement.



**Decision-making | Well-being | Invisible Work | Work Relationships | Executive**

### **Navigating Your Career Jungle Gym: Beyond Climbing Ladders**

*Cindy Russell, Vice Chancellor*

This segment of “LeaderSHIFT” is about evolving from being a personal producer to an equipper of others. When it comes to investing in and helping someone by holding, extending, and building his or her jungle gym, mentoring choices are important.

### **Career Crossroads: Should I Stay or Should I Go?**

*Brandie Paul, Director of Athletics*

At various points in our careers, we encounter pivotal moments that prompt us to evaluate our professional trajectories. This session offers a reflective space for participants to explore career crossroads with depth and intentionality.

### **Fit for Success: Infusing Physical Wellness in the Workplace**

*Jamie Blessinger, Registered Yoga Teacher*

In this session we will explore practical ways to incorporate movement, exercise, and healthy habits into the workday, from desk exercises and standing meetings to wellness challenges and ergonomic improvements.

### **The Hat Rack of Life: Juggling Multiple Roles with Grace**

*Patricia Burks-Jelks, Director of Human Resources*

In this session, we embark on a journey of self-discovery and empowerment as we explore the art of juggling multiple roles with grace and resilience. We will explore challenges and opportunities inherent in wearing multiple hats, from caregiver and professional to friend and community member.

### **Trailblazers Together: The Dynamic Duo of Mentorship**

*Carriann Bingham, Business Manager*

Mentorship is valuable in all aspects of life. This session highlights the transformative journey of mentorship and being a mentor or mentee, exploring the qualities of effective mentors and mentees and offering practical strategies for cultivating successful mentorship relationships.

**Decision-making** | **Well-being** | **Invisible Work** | **Work Relationships** | **Executive**

### **The Human Side of Leadership: The Shift From Directing to Connecting**

*Valerie Rutledge, Dean*

Changing from directing to connecting is one of the most valuable shifts you will ever make as a leader. When you direct, it is like building a bridge to others, but the traffic only goes one way. When you connect, it is a two-way street. And because of that, everything improves.

# Keynote Speakers

## **Jessica DeMill, Sr. Manager at Fidelity Investments**



Jessica is a “Creative Analytic” at heart who looks outside the box to find, new dynamic ways to drive results. Her people first mentality allows her to coach and develop others while moving forward strategic initiatives. Jessica has spent the last 13 years of her career at Fidelity Investments. While there she has been part of teams in client solutions, enterprise sustainability, talent management, and emerging products. Being engaged in helping find the best solutions for clients is her passion. Prior to her time at Fidelity, she spent 8 years in healthcare. Jessica has a BS from Brigham Young University. Outside work, Jessica and her husband spend time with their 4 kids, usually on a sports field or gymnastics gym.

## **Claudette Shephard, UTHSC Associate Director of Access and Engagement**



Claudette Jones Shephard, MD, MBA is the associate dean of Access and Engagement for the University of Tennessee Health Science Center’s College of Medicine and formerly served as inaugural associate dean of Diversity and Inclusion. She currently serves as an associate professor in the Department of Obstetrics and Gynecology in the College of Medicine and chief of the Division of Pediatric & Adolescent Gynecology.

# Facilitators

## **Carriann Bingham, Business Manager**



Carriann Bingham (she/her) is a Business Manager in the Health Sciences Library at the University of Tennessee Health Science Center (UTHSC). Prior to joining the Health Sciences Library team in 2020, she was a Supervisor and Billing Manager in the College of Dentistry. Her educational background includes a Bachelor of Science from Union University, a Master of Business Administration from The University of Phoenix, and a Master of Health Information and Informatics Management from UTHSC. She maintains her Tennessee registration as a dental assistant and national certification through the Dental Assisting National Board. She also serves on the Advisory Board for the dental assisting program offered at the Tennessee Technology Center at Memphis. Outside of work, Carriann can be found enjoying time spent with friends, family, her three nephews (until they have no more time for her), and spoiling her dogs, Duke and Oliver. Carriann's advice to all who will listen is to take every opportunity offered to you, you never know how quickly it may vanish.

## **Jamie Blessinger, Registered Yoga Teacher**



Jamie Blessinger is a Registered Yoga Teacher ERYT 500 with Yoga Alliance, which acknowledges the completion of a yoga teacher training with an approved and active Registered Yoga School (RYS). E-RYT 500 is able to provide continuing education workshops to other teachers and can be a Lead Trainer of a 200-hour, 300-hour or 500-hour teacher training program. She has specialty training and certifications in the Yogic Approach to Stress management, Restorative, Laughter, and Pre and Post Natal Yoga.

### **Patricia Burks-Jelks, Director of Human Resources**



Director of Human Resources at the UT Space Institute, was recently awarded the UT President’s Award, Transparent and Trusted. Patricia practices stewardship and accountability, and models it for those whom she works with daily. For more than 30 years, Patricia has had a great impact in all she does. She serves as the director of human resources, equity and diversity and compliance as well as Title IX coordinator and Institutional Compliance Officer at the UT Space Institute. Patricia joined UTSI in 1988 as a Personnel Services Assistant, was promoted in 1991 to the Personnel Manager handling payroll and taking on the responsibility as Affirmative Action Officer. In 1998, Patricia was promoted again to Assistant Director for Personnel, Payroll, and Affirmative Action Office, ADA Coordinator. In 1999, Patricia became the Director for Human Resources, Payroll, Equity and Diversity Officer, and ADA Coordinator. Over the years, she has gained more responsibility as the Title IX Coordinator, and Institutional Compliance Officer.

### **Kiara Castleman, Assistant Registrar**



Kiara Castleman serves as the Assistant Registrar at the University of Tennessee at Martin. In this role, her work includes implementation of electronic workflow processes and maintaining the catalog policy integrity within the student information system. She has worked at UT Martin for over 10 years in various positions in the Office of Finance and Administration, Physical Plant, and Bursar’s Office in addition to the Academic Records Office. Kiara holds a BSBA in Accounting, a BSBA in Office Information Systems, and a MBA from UT Martin. She is a graduate of the 2023 UT Leadership Institute and believes in the “Work Smarter, Not Harder” mantra and seeks to improve processes where she can. Kiara is married to her high school sweetheart Dr. Andrew Castleman and they have two children, Chloe and Cameron.

### **Judy Cheatham, Vice Chancellor & Provost**



A Tennessee girl, Dr. Judy Cheatham is the Provost and Vice Chancellor of Academic Affairs at the University of Tennessee Southern, since fall 2015. She has been in higher education almost her entire career, always teaching English in some way, shape, or form - but also outside the classroom by working in teacher education; workforce, adult, & family literacy; publishing; economic development and workforce training; & the curriculum & instruction of global English, all at local, state, & federal levels. Before assuming the position of Provost at then Martin Methodist College, she was also National Vice President of Reading Is Fundamental, headquartered in Washington, DC, & was author & director of a seminal \$9.4 mil study on stemming summer learning loss in elementary-aged students in 173 of the poorest schools across the country. Women's "Work" & education have interested her since her junior year in college.

### **Venus Claxton, Associate Director**



Venus is the Associate Director for the Teaching and Learning Center. She is an administrative professional with a proven track record of managing the day-to-day operations of a large instructional facility. Her expertise is in administration, business, budgets, and logistics, and she is a proponent of cultivating relationships, collaborations, and partnerships. Venus utilizes existing resources across the UT System to enhance services and to maximize savings.

### **Carmen Coleman, Benefits Consultant**



Carmen Coleman is a Benefits Consultant at International Paper (IP) based in Memphis, Tennessee. In this role, Carmen works to develop and implement health and wellness programs for IP's 25,000+ U.S. based employees. Her career at International Paper spans over 15 years, and she was previously an HR manager within IP's manufacturing organization. Carmen received a Bachelor of Science degree from University of Tennessee-Knoxville and a Master of Business Administration from Strayer University.

### **Heather Colturi, Associate General Counsel**



Heather Colturi received her B.A. in history from Furman University. She received her J.D., cum laude, from the University of Memphis Cecil C. Humphreys School of Law. After law school, she practiced at Baker & Whitt, PLLC and then Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C. Her private practice focused primarily on defending health care providers in health care liability actions.

### **Beth Crawford, Foundation Professor & Program Advisor**



Dr. Elizabeth Crawford serves as UC Foundation Professor and Program Advisor for the Learning and Leadership programs at The University of Tennessee at Chattanooga (UTC). Crawford's research agenda includes curriculum mapping, hybrid learning delivery, and assessment practices for graduate student culminating projects. Formerly, she served as UTC Director of Continuing Education for 24 years. Dr. Crawford received her EdD from the University of Tennessee at Knoxville in December 2001. She received her M.S. in Psychology in 1988 and her B.A. in Communications in 1985, both from The University of Tennessee at Chattanooga.

### **Diana Dedmon, Assistant Professor and Director of Clinical Affairs**



Diana Dedmon, DNP, APRN, FNP-BC, joined the University of Tennessee Health Science Center (UTHSC) College of Nursing (CoN) faculty in November 2019 as an Assistant Professor and Director of Clinical Affairs and holds the Michael Carter Endowed Professorship. Dr. Dedmon has been a nurse for more than 30 years, serving as an Advanced Practice Registered Nurse (APRN) in a rural West Tennessee family practice setting for the majority of her career. Her primary focus at UTHSC is developing a faculty practice program that allows faculty to practice in underserved areas of West Tennessee. The option enables the CoN to serve Tennesseans by offering greater access to quality, evidence-based healthcare in rural and underserved areas.

### **Valarie Fleming, Sr. Associate Vice Chancellor**



Dr. Fleming holds a Bachelor of Science degree with a major in Speech-Language Pathology from the University of Central Arkansas, a master's degree in Speech-Language Pathology from the University of Memphis, and a PhD in Communication Sciences and Disorders from the University of Texas at Austin. Dr. Fleming previously served as the Assistant Vice President for Curriculum and Academic Programs at Texas State University. Dr. Fleming is an active scholar whose works include an edited book, book chapters, journal articles, conference proceedings, conference papers, and invited lectures.

### **Petra McPhearson, Sr. Vice Chancellor**



Petra McPhearson is the Senior Vice Chancellor for Finance and Administration at UT Martin. She oversees the university's budget, campus operations, the Bursar, Business Services, Campus Police, Environmental Health and Safety, Human Resources, Physical Plant, and Skyhawk Mail and Printing Services units.

### **Zoe Nunley, Learning and Organizational Development Consultant**



Zoe Nunley is the Learning and Organizational Development Consultant at the University of Tennessee. Zoe earned her Bachelor of Science and Master of Art in Organizational Communication from Ball State University in Muncie, Indiana. She has worked with adult learners from several contexts, facilitating programming at the corporate, non-profit, and bureaucratic levels. Additionally, she served for two years as a public speaking instructor at her alma mater. Before moving to Knoxville, Zoe lived in Cincinnati, Ohio.



### **Judith Nyabando, Chief Data Officer**



Dr. Judith Nyabando is the Director of Institutional Research at the University of Tennessee Health Science Center. She manages the collection and analysis of institutional data, providing insights to inform decision-making. Her duties include managing the IR office, co-leading the data governance initiative, and preparing reports for various audiences, including internal stakeholders and external entities such as state, federal, and accreditation agencies. Dr. Nyabando has a Doctor of Education degree in Educational Leadership and Policy Analysis and a Master of Science degree in Computer Science from East Tennessee State University. She also obtained a Bachelor of Science degree in Computer Science from Bennett College.

### **Brandie Paul, Director of Athletics**



Brandie Paul has been with UT Southern since 2001, first as head softball coach before transitioning to Vice Chancellor/Director of Athletics. Paul was charged with leading the transition from Martin Methodist College to UT Southern within her first year as athletic director. She is the only female to serve in the role in the institution's 151 years. Under her leadership, UT Southern has won three national championships and has twice been named a NAIA Champion of Character Gold Star Institution. Additionally, the athletic department's grade point average has been at its highest during Paul's time leading the athletic department, most recently a collective 3.23. She is one of the top ten winningest coaches in NAIA softball history.

### **Jenifer Prather, PhD Student**



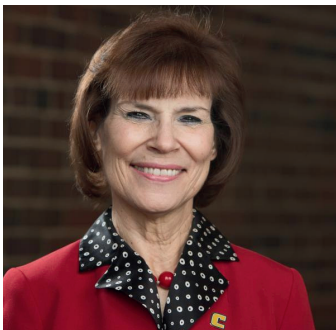
Jenifer G. Prather is a Ph.D. candidate at the University of Tennessee's College of Nursing. She holds a Bachelor's degree in Biology and Chemistry from the University of Arkansas at Little Rock and a Bachelor of Science in Nursing from the Baptist College of Health Sciences in Memphis, Tennessee. Jenifer is passionate about promoting holistic health, well-being, and stress management across the lifespan for chronic disease survivors and support persons. Jenifer is a certified mindfulness coach and Nature & Forest Therapy Guide. She enjoys leading nature walks and mindfulness sessions for healthcare professionals, PhD students, survivors of chronic diseases, and their support persons.

### **Cindy Russell, Vice Chancellor**



Dr. Cynthia Russell, PhD, RN, serves as the Vice Chancellor for the Office of Academic, Faculty, and Student Affairs (AFSA). Joining UTHSC as faculty of the College of Nursing in 1993, Dr. Russell had a faculty practice as an adult nurse practitioner at the Memphis Veterans Affairs Medical Center until 2000. She has held numerous leadership positions in the college and campus administration during her time at the university. Dr. Russell joined AFSA in 2008 as the Director of the Faculty Resource Center and became Associate Vice Chancellor for Faculty Affairs in 2012. She continues to hold a faculty appointment as a professor with tenure in the Department of Acute and Tertiary Care within the UTHSC College of Nursing. She graduated from the Holzer Medical Center School of Nursing in Gallipolis, Ohio, earned her Bachelor's in Nursing from Ohio University, a Master's in Nursing from West Virginia University, and a PhD in Nursing Science from the University of Arizona.

### **Valerie Rutledge, Dean of the College of Health, Education and Professional Studies,**



Dr. Valerie Rutledge earned her B.S. and M.Ed. degrees from The University of Tennessee at Chattanooga in Secondary Education: English and received her doctorate degree in Higher Education: Leadership Studies from The University of Tennessee-Knoxville. Valerie's career as an educator spans more than four decades. In 1995, she joined the UTC faculty as an assistant professor, became Department Head of Teacher Preparation and then Director of the School of Education in 2003, and was named Dean of the College of Health, Education and Professional Studies (CHEPS) in 2013. In 1999, Rutledge was appointed by Governor Don Sundquist to a nine-year term on the Tennessee State Board of Education. She also serves on the board of Siskin Children's Institute (most recently as chair) and Chambliss Center for Children. Rutledge enjoys working collaboratively with these organizations, primary partners in much of the work of the UTC College of Health, Education and Professional Studies

### **Cearra Sears, Career Development Coach**



Cearra (she/her/hers) serves as a Career Development Coach on the Career Development team within UT Knoxville's Human Resources. Her focus is to support staff in their career exploration and growth, hoping to develop goals for their future at UTK and discover a career path. Before serving in Knoxville, she was a counselor, career coach, and staffing specialist working to assist individuals in reaching their education and career aspirations. Cearra received a bachelor's degree in human resources from Minnesota State University - Mankato before earning a Master of Education in Higher Education from the University of North Carolina - Wilmington. She looks forward to helping you reach your future aspirations at the University of Tennessee, Knoxville!

### **Ansley Stanfill, Associate Professor and Associate Dean of Research**



Dr. Ansley Stanfill, Associate Dean of Research for the University of Tennessee (UT) Health Science Center's College of Nursing, received a bachelor's degree in neuroscience from Vanderbilt University, her Bachelor of Science in Nursing from Saint Louis University, her PhD in Nursing Science from the UT Health Science Center, and her postdoctoral training in genomics from the University of Pittsburgh. She holds a joint appointment in the College of Medicine, Department of Genetics, Genomics, and Informatics, and a faculty appointment in the UT Health Science Center's Neuroscience Institute. Her work is on the influence of genetic and epigenetic factors on long-term outcomes in neurological injury and chronic disease.

### **Jennifer Stewart, Teaching and Learning Product Manager**



Jennifer's areas of expertise include technology upgrades, technical support, course management, assessment, and developmental training. Her strengths are instruction, coaching, and customized support to faculty in academic technologies that promote student learning and success. In this position, she provides faculty support in using all TL products through training, instruction creation, and communications. Jennifer has been employed with UTHSC for 17 years, with prior positions held in the Teaching and Learning Center as an Academic Technology Consultant and the College of Pharmacy as an Academic Coordinator, Education Technology Specialist, and Curriculum Coordinator. Jennifer enjoys freelance writing, public speaking, reading, and listening to music in her free time.

## Room Hosts

### **Chandra Alston, Vice Chancellor**



Dr. Chandra Alston serves as the Vice Chancellor of Human Resources at UTHSC. Chandra's twenty-four-year career spans roles in information technology, finance, training, and human resources, working with faculty, staff, and students. She holds a BS in marketing from UT Martin, an MBA in management from Union University, and a doctorate in higher education administration from the University of Memphis. An Associate Diversity Coaching Certification from the Howard University Coach Diversity Institute and a Certificate from Rice University Jones Graduate School of Business in Leading Workplace Diversity are both recently earned credentials. Chandra is married to Dr. Michael Alston, Chief Diversity Officer at UTHSC. They have three daughters, one son-in-law, and three wonderful grandchildren.

### **Gwendolyn Hopkins, Admin Specialist**



Gwendolyn currently serves as an Administrative Specialist of Human Resources at The University of Tennessee Martin. In her personal life, she is a dog mom to a two-year-old German Shepard named Major Payne. In Gwendolyn's free time she enjoys going to the movies, comedy shows, and spending time with her 5 beautiful grandladies.

### **Marcia Lane, Admin Specialist**



Marcia Lane coordinates event planning and performs HR functions for the UT Knoxville Retail, Hospitality, and Tourism Management department. She assists graduate students with application deadlines, comprehensive exams, and GTA assignments. Marcia has been with the University for 27 years and has served on several committees during her time. She is a member of the Metro Drug Coalition and The National Coalition of 100 Black Women Greater Knoxville, INC. Marcia completed the Inclusion & Justice Summer Institute and is a UConnect graduate.

### **Brittney Murray, Administrative Project Manager**



Brittney Murray serves in the role of Administrative Project Manager in the department of Human Resources at UTHSC. Brittney has been with UTHSC since 2016. During her time at the university, she's served as a leader of the UTHSC Young Professionals Group, and a volunteer with the UTHSC Women's Resource Group. She holds a BS in Finance from Tuskegee University. In her spare time, she enjoys volunteering as a board member with Junior Achievement of Memphis and the Midsouth.

### **Laura Sloan, Director of Compensation**



I wandered into a career in HR because of my passion for employees and the desire to ensure that leaders are focused on developing their people and removing barriers that keep them from being successful; my mission is leadership accountability. After almost 20 years in telecommunications and manufacturing, I chose to transition to higher education. I joined the University of Tennessee System in 2019 and currently serve as the Director of Compensation. I have several areas of expertise such as: talent management, employee & organization development, employee relations and compensation. My current role is to provide guidance in compensation strategy to the university while leading the system-wide compensation team to continually develop and implement compensation initiatives. I have a Bachelor of Science in Organizational Psychology & Development and a Master of Business & Human Resources from the University of Tennessee, Knoxville. I look forward to making connections and getting to know other leaders across the system to learn more about what effects employees at different campuses and how we can build a supportive culture.

## Registration Hosts

### **Tammie Cole, Executive Coordinator**



Tammie Cole has been with the University of Tennessee for 23 years, with 20 of those years spent in the Chief Financial Officer's office in the System's Department of Finance and Administration. She has assisted four CFOs and their direct reports during her tenure. Prior to her employment at the University of Tennessee, Tammie worked for Whittle Communications in their events division and assisted in creating the first women's baseball team coached by Baseball Hall-of-Famer Phil Niekro and his brother Joe and worked on Coca-Cola's 1996 Olympic marketing plans. Additionally, she handled the 2000 Suzuki Heisman Tour across college campuses. She has one daughter who is an alumnus of UT Knoxville. Tammie resides in Knoxville and still considers it home.

### **Leslie Garner, Accounting Specialist**



Leslie Garner has worked for 24 years in Payroll and Benefits at the University of Tennessee and currently serves as an Accountant Specialist. Prior to UT, Leslie worked for 15 years as a Q-cleared employee at the Y-12 National Security Complex. She is also a certified Pharmacy Technician and worked at Oak Ridge Hospital and at a commercial pharmacy. Outside of her professional life, Leslie serves as the Business Manager for the community music ministry Praise, Honour, and Glory and as the President of the choir at Mount Zion Baptist Church, Knoxville, where she is an active member. Her hobbies include singing, bowling, and shopping. She is married, has two children, and took on the parental role for her niece and nephew after the loss of her sister. She also has two grandchildren.

### **Morgan Lane, Accounting Specialist**



I have worked with the Payroll department since September 2019, I got my bachelor's degree from University of Tennessee Knoxville where I majored in History and Minored in Psychology. During my time at UTK I was a part of Gamma Sigma Sigma National Service Sorority. I have been married for 6 years and have a two-year-old son.

**Debbie Long, Benefits & Training Associate**

Debbie Long has worked in Human Resources at the UT Health Science Center since 2018. Debbie began her work in the Employment and Records Office before assisting in Employee Relations and ultimately landing in Benefits as the Benefits & Training Associate. She holds her Masters in Industrial Organizational Psychology from Austin Peay State University. Debbie is passionate about training and development, and thoroughly enjoys the daily opportunity to support employees in their needs.

**Wanda Plankey, Administrative 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 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 insurance, 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 in 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 serves as the Learning Consultant and Business Partner with EOD. She is a dedicated professional with a passion for learning, leadership, and development. As a 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 and providing support for in-person and online learning opportunities. With her unwavering passion, educational pursuits, and ambition, Sarah drives educational excellence and fosters 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. 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. Before 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 MS in Educational Psychology with an emphasis on Adult Education.



### **Josiah Roberts, eLearning Coordinator and LMS Technical Assistant**



Josiah brings a wealth of experience to the Employee and Organizational Development team since joining in April 2024. With a robust background as a Learning and Development Specialist in the private sector spanning five years, he possesses a deep-seated commitment to fostering learning and leveraging technology for organizational advancement, culminating in his decision to join the University of Tennessee system. In his role as eLearning Coordinator and LMS Technical Assistant, Josiah is dedicated to optimizing user experience within the K@TE system, adeptly resolving technical challenges, and actively contributing to the evolution of compliance training initiatives. His academic achievements include a Bachelor's degree in Preaching and Youth Ministry, complemented by a Master's degree in Education from Johnson University.

### **Izetta Slade, Executive Director**



Izetta is currently the Executive Director for Employee and Organizational Development with the 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 her 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 the University of Nevada, Reno, and is currently pursuing an M.S.S.W in Organizational Leadership at the University of Tennessee, Knoxville.



**B**old and impactful

Serving the State by tackling grand challenges

**E**mbrace diversity

Respecting our individual and organizational uniqueness that makes us stronger

**O**ptimistic and visionary

Empowering courageous leadership

**N**imble and innovative

Inspiring creative and transformational action

**E**xcel in all we do

Committing to continuous improvement and outstanding performance

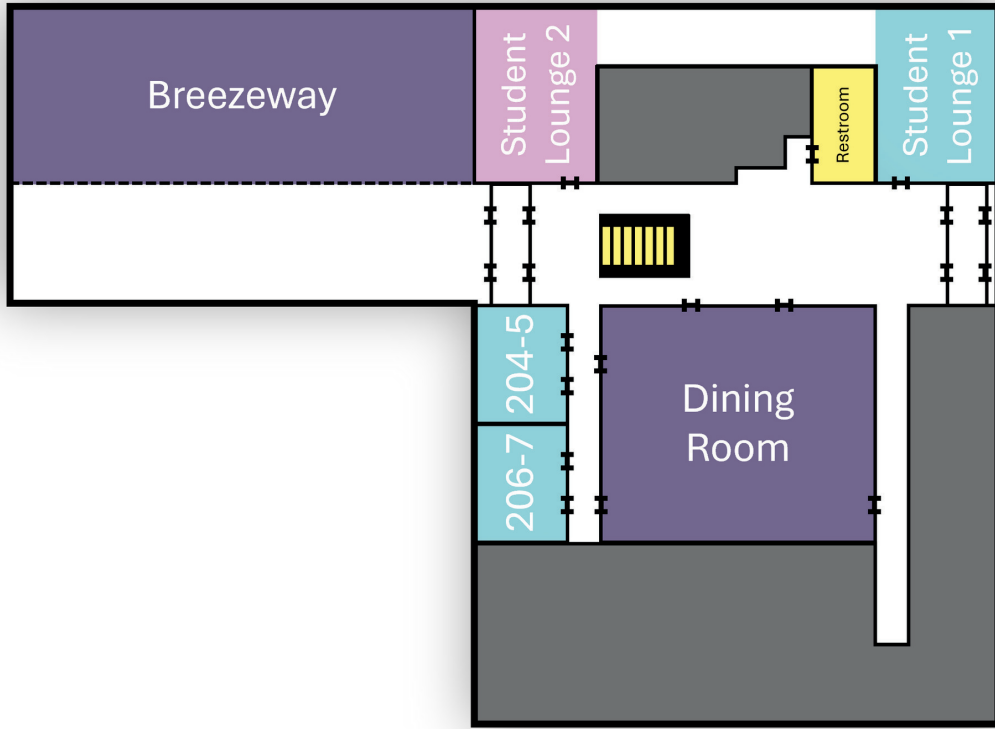
**U**nited and connected

Collaborating internally and externally for greater collective impact

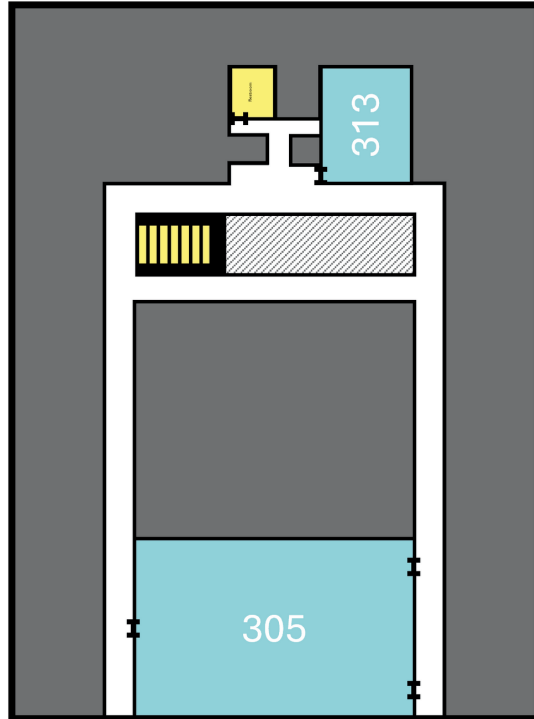
**T**ransparent and trusted

Fostering integrity through openness, accountability, and stewardship

Floor 2



Floor 3



# MENU

CONFERENCE FOR WOMEN'S LEADERSHIP  
MAY 22, 2024

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## LUNCH

Classic garden salad with cherry tomatoes, diced carrots, dried cranberries, and thinly sliced cucumbers on a bed of romaine lettuce. Served with oven toasted garlic croutons and an assortment of homemade dressings.

Grilled lemon chicken kabob with chimichurri sauce  
or

Vegetarian Option: Garlic butter orzo with asparagus, mushroom, squash, parmesan, parsley and ground pepper

Garlic and rosemary herb roasted potatoes  
Broccoli and cheese

Peach cobbler

Sweet & unsweet tea, lemonade, and water

## DISCO DINNER

Pulled pork & chicken

Baked beans, coleslaw, mac and cheese, and green beans

Home-cooked Potato Chips

Homemade banana pudding with pecan sandies and five-layer cake

# MENU

CONFERENCE FOR WOMEN'S LEADERSHIP  
MAY 23, 2024

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## BREAKFAST

Bacon & turkey bacon  
Assorted breakfast sandwiches - ham, sausage, and bacon biscuits  
Baked breakfast potatoes  
Fresh fruit platter  
Yogurt Bar - Vanilla and strawberry yogurt with blackberries,  
strawberries, blueberries, granola and nuts  
Orange juice, apple juice, milk 2%, water, and coffee

## LUNCH

Smoked tomato bisque with a mini grilled cheese  
Tossed garden salad with mandarin oranges, cherry tomatoes, dried  
cranberries, and thinly sliced cucumbers on a bed of romaine  
lettuce with oven-toasted garlic croutons and a red wine herb  
vinaigrette dressing  
Baked potato bar with shredded cheddar cheese, chopped apple-  
wood bacon, roasted vegetables, chives, butter and sour cream,  
broccoli and cheddar cheese sauce  
Assortment of cookies & brownies  
Sweet & unsweet tea, and water

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The University of Tennessee System Administration and the Employee and Organizational Development department greatly appreciates Fidelity Investment's support for The Conference for Women's Leadership.

