



APS Program

November 13 - 14, 2024

Agenda.....	2
Session Descriptions.....	6
Keynote.....	9
Facilitators.....	10
Room Hosts.....	17
Registration Hosts.....	18
Employee Engagement & Organizational Development....	20
Be One UT Values.....	23
Floor Plan.....	24
Menu.....	26

APS Agenda

Wednesday, November 13, 2024

Well-being | Leadership | Upskilling

<u>Time</u>	<u>Event</u>	<u>Location</u>
8:30am - 9:30am	Registration & Breakfast	Mezzanine
9:30am - 9:50am	Welcome <i>Jeannie Tennant, Director of EOD</i>	Summit
9:50am - 10:30am	Keynote: Rejuvenate & Rise <i>Marcia Lane, Administrative Specialist II</i>	Summit
10:30am - 10:40am	Break	Mezzanine
10:40am - 11:40am	Work-Life Harmony: Finding Balance in a Fast-Paced World <i>Leigh Morales, Director for Student Success</i>	Salon A
	Coaching and Mentoring: Leading Others to Success <i>Cearra Sears, Career Development Coach</i>	Salon B
	Efficiency & Innovation: A Tour of Microsoft 365 <i>Andrew Owens, DASH Business Analyst</i>	Salon C
11:45am - 12:55pm	Lunch	Summit
1:05pm - 2:05pm	The Art of Saying No: Setting Boundaries to Prevent Burnout <i>Tomi Rogers, HR & Operations Manager</i>	Salon A
	Powerful Reflection: A Strategy for Self-Leadership <i>Nancy Scott, Director of Leadership Development Programs</i>	Salon B
	CAP 101: Certified Administrative Professionals <i>Trudi Neubeck, Administrative Specialist III</i>	Salon C

<u>Time</u>	<u>Event</u>	<u>Location</u>
2:05pm - 2:15pm	Break	Mezzanine
2:15pm - 3:20pm	APS Connect <i>Melissa Barnett, Athletic Director of SJNCS</i>	Summit
3:20pm - 3:30pm	Break & Snack	Mezzanine
3:30pm - 4:30pm	Revitalize and Rise: The Keys to Efficient Energy and Well-Being <i>Marcia Lane, Administrative Specialist II</i>	Salon A
	Building a Leadership Mindset: From Support Role to Strategic Partner <i>Nicole Gaines, Director of Employee Relations</i>	Salon B
	Overall Experience: Planning Meetings and Events as an Experience <i>Tyger Glauser Nicholas, Manager of Special Events & University Protocol</i>	Salon C
4:30pm - 5:00pm	Wrap-up <i>Jeannie Tennant, Director of EOD</i>	Summit

APS Agenda

Wednesday, November 14, 2024

Well-being | Leadership | Upskilling

<u>Time</u>	<u>Event</u>	<u>Location</u>
8:30am - 9:30am	Breakfast	Mezzanine
9:30am - 9:45am	Day 2 Kick-off	Summit
9:45am - 10:45am	APS Connect <i>Jeannie Tennant, Director of EOD</i>	Summit
10:45am - 10:55am	Break	Mezzanine
10:55am - 11:55am	Mindful Workspaces: Integrating Mindfulness into Daily Routines <i>David Patterson, Professor Emeritus</i>	Salon A
	Leading Without A Title: Influence & Impact From Any Position <i>Izetta Slade, Executive Director of EEOD</i>	Salon B
	Certified and Thriving: Continuing Your CAP Journey <i>Trudi Neubeck, Administrative Specialist III</i>	Salon C
12:00pm - 1:05pm	Lunch	Summit
1:15pm - 2:15pm	The Power of Pause: Embracing Breaks for Mental and Physical Health <i>Jill Zambito, Assistant Vice Chancellor</i>	Salon A
	Delegation and Empowerment: Leading Through Others <i>Jeff Stiles, Police Management Consultant</i>	Salon B
	DASH: The Future Is Now <i>Kortney Jarman, eLearning Manager</i> <i>Emily Weaver, Business Analyst</i>	Salon C

<u>Time</u>	<u>Event</u>	<u>Location</u>
2:15pm - 2:25pm	Break	Mezzanine
2:25pm - 3:25pm	Wrap-up <i>Jeannie Tennant, Director of EOD</i>	Summit
3:25pm - 4:00pm	Closing and Adjourn <i>Jeannie Tennant, Director of EOD</i>	Summit

Session Descriptions

Well-being | **Leadership** | **Upskilling**

Work-Life Harmony: Finding Balance in a Fast-Paced World

Leigh Morales, Director for Student Success

The term “work-life balance” can be daunting as there is rarely ever a true “balance;” instead, we shift the mindset to “work-life harmony.” This session will provide strategies to integrate your professional and personal lives seamlessly and approaches to creating a fulfilling and adaptable routine.

Coaching and Mentoring: Leading Others to Success

Cearra Sears, Career Development Coach

A trusted mentor-mentee relationship is critical to development at any stage of your career. Learn effective coaching and mentoring strategies to guide others toward success and explore techniques to nurture talent, provide constructive feedback, and motivate your team.

Efficiency and Innovation: A Tour of Microsoft 365

Andrew Owens, DASH Business Analyst

Uncover the dynamic tools within Microsoft 365 that will elevate productivity and foster innovation. This session navigates the essentials of Microsoft 365, showcasing practical tips and strategies to streamline your workflow, collaborate more effectively, and stay organized.

The Art of Saying No: Setting Boundaries to Prevent Burnout

Tomi Rogers, HR and Operations Manager

Master the art of setting boundaries and preventing burnout with one simple word: no. This session will provide practical techniques to assertively say no, manage your workload effectively, and maintain a healthy work environment. Equip yourself with strategies to protect your well-being and prevent burnout to ensure long-term success.

Powerful Reflection: A Strategy for Self-Leadership

Nancy Scott, Director of Leadership Development Programs

Discover the transformative power of reflection in this dynamic session that will equip you with tools and techniques to enhance your self-awareness and lead with confidence. Engage in this session to uncover insights that will rejuvenate your approach to leadership and personal growth.

Well-being | Leadership | Upskilling

CAP 101: Certified Administrative Professionals

Trudi Neubeck, Administrative Specialist III

This session explores the Certified Administrative Professionals (CAP) exam and effective study and learning strategies. The CAP exam is for non-certified administrative professionals and is distributed by the International Association of Administrative Professionals (IAAP). Join this session to learn about the CAP exam and the opportunities to start your CAP journey!

Revitalize and Rise: The Keys to Efficient Energy and Well-Being

Marcia Lane, Administrative Specialist II

You have heard of Time Management, but how about Energy Management? In this session, learn how to effectively manage your energy to prevent burnout and stress. Uncover practical strategies to boost your vitality, maintain focus, and sustain your productivity all while taking care of your mental and physical well-being.

Building a Leadership Mindset: From Support Role to Strategic Partner

Nicole Gaines, Director of Employee Relations

This impactful session will help you transform your thoughts by embracing a leadership mindset. Explore essential strategies to enhance your influence, sharpen decision-making skills, and contribute more effectively to your team's success. Empower yourself to drive meaningful change and establish your mindset as a leader within your team and beyond.

Overall Experience: Planning Meeting and Events as an Experience

Tyger Glauser Nicholas, Manager of Special Events & University Protocol

Elevate your planning skills and rejuvenate your approach to creating learning events with this engaging session. Join this session to explore how leading a learning event that goes beyond the ordinary fosters an engaging and immersive experience. Transform your meetings and events into meaningful experiences that leave a lasting impact with tools and tips from this session.

Mindful Workspaces: Integrating Mindfulness into Daily Routines

David Patterson, Professor Emeritus

Take a refreshing break in this interactive session that provides a calming brain break as you are guided through mindfulness activities and reflections. Learn how stress and the challenges of modern life impact health and well-being. Participants will also learn and practice several mindfulness tools that can become part of daily work and home life.

Well-being | Leadership | Upskilling

Leading Without A Title: Influence & Impact From Any Position

Izetta Slade, Executive Director of EEOD

Don't let anyone tell you who you are: embrace yourself as a leader! In this session, uncover how to make a significant impact regardless of your official title and learn strategies to harness your influence to drive positive change. Join this session to uncover your full leadership potential.

Certified and Thriving: Continuing Your CAP Journey

Trudi Nuebeck, Administrative Specialist III

Your CAP certification is just the beginning! For those already certified, join this session to learn how to leverage your CAP credential and continue thriving in your career. Discussion topics will include maximizing the benefits of the certification, staying with current industry trends, and engaging in further professional development. Whether you are newly certified or a seasoned professional, this session provides resources to help you grow, connect with other CAPs, and continue to excel in your career.

The Power of Pause: Embracing Breaks for Mental and Physical Health

Jill Zambito, Assistant Vice Chancellor

When was the last time you took an intentional break at work? In this session, explore how embracing strategic pauses can significantly benefit your wellness at work. Learn techniques to incorporate effective breaks into your routine, boost your productivity, and cultivate a more balanced and rejuvenating work environment as while considering the 8 Dimensions of Wellness.

Delegation and Empowerment: Leading Through Others

Jeff Stiles, Police Management Consultant

In this session, discover essential techniques for mastering delegation and empowering others. Through engagement and discussion, you will learn how to effectively delegate tasks, elevate team morale, and drive team productivity by leading through others.

DASH: The Future Is Now

Kortney Jarman, eLearning Manager; Emily Weaver, Business Analyst

Out with the old, in with the new! DASH goes live in January, replacing IRIS, and will change the way UT operates internally. Join this session to learn more about DASH and how it will impact university operations, day-to-day functions, and workflow.

Keynote

Marcia Lane, Administrative Specialist II



Marcia Lane has been a vital member of the University for 28 years, assisting the Department of Retail, Hospitality, and Tourism Management (RHTM) and the College of Education, Health, and Human Sciences (CEHHS). In the RHTM, she assists current and prospective graduate students by helping them complete applications, comprehensive exams, and office and GTA/GRA assignments. In addition to her work with students, Marcia sets up events, performs all HR functions, travels, orders supplies, and prepares taxes and deposits, and manages reservations and payments for the “Ready for the World Café” and other customer-paying events.

Within the CEHHS, her notable accomplishments include being Chair of the Commission for Blacks (2022-2024), being a member of the CEHHS Reimagine task force (2022-2023), Diversity, Equity and Inclusion Committee & Task Force (2020-present), Employee Wellness Committee (2019-present), Sick Leave Bank Committee (2018-current), Employee Relations Committee (2015-2020, and 2024), Dean’s Staff Advisory Board (2015- present), Commission for Blacks (2015-present), Commission for Women (present), Black Issues Conference (2017-2019), a graduate of the UConnect (2020-2021) program, graduate of the Equity, Inclusion and Justice Summer Institute (2021), and completed the Leading from where you are Certificate (2022). In her spare time, she serves as the Secretary for the National Coalition of 100 Black Women Greater Knoxville, INC, serves on the Metro Drug Coalition, and has received several Mental Health Certificates.

Her hobbies include eating, reading, traveling, loving on her family, especially the little ones. She wants everyone to #bekind, and #mindyourmentalhealth.

Facilitators

Melissa Barnett, Athletic Director



Melissa Barnett graduated from the University of Tennessee at Chattanooga with a BS in Exceptional Learning and received her Master's in Educational Leadership from Tennessee Wesleyan University. Melissa has over a decade of teaching experience in special education and coaching at the high school level. She served as the Assistant Graduation Coach and Sports Information Director and was instrumental in implementing intervention at the high school level. In recent years, she has been embedded in Knoxville's fitness and non-profit sectors before returning to education as the Athletic Director at St. John Neumann Catholic School. Melissa is passionate about serving others, connecting others, and making little corners better. She and her husband, Ben, have three great kiddos, and they LOVE cheering on the VOLS as a family!

Nicole Gaines, Director of Employee Relations



Nicole Gaines serves as the Director of Employee Relations in the Human Resources Department at UTC. She holds a Bachelor of Science in Organizational Management from Covenant College, located on Lookout Mountain, Georgia. Nicole's career began with entrepreneurial success, co-founding and managing an independent insurance agency for 15 years. As a licensed insurance producer, she specialized in Property & Casualty, building the agency from the ground up.

Tyger Glaser Nicholas, Manager of Special Events & University Protocol



Tyger Glaser Nicholas has been a university event planner for over 16 years. She has served as the Manager of Special Events and Protocol for the University of Tennessee, Knoxville, for the last 6 of those years. In this role, she works on over 100 events per year on behalf of the Office of the Chancellor. Prior to this role, she worked with student programming boards to host large-scale events at UTK and Coastal Carolina University. In her free time, she also volunteers for events with Dogwood Arts.

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 aid in training and support for campus learning administrators. Kortney holds a B.S. in Statistics from the University of Tennessee, Knoxville, and is currently earning his M.S. in Educational Psychology with an emphasis on Adult Education.

Marcia Lane, Administrative Specialist II



Marcia Lane assists current and prospective Retail, Hospitality, and Tourism Management graduate students with finishing applications, comprehensive exams, and office and GTA assignments. Marcia sets up events and performs 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 28 years. Her accomplishments within the College of Education, Health and Human Sciences include the following: Commission for Blacks co-chair 2022-2024; 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, and 2024; Dean's Staff Advisory Board 2015-current; Commission for Blacks 2015- to current.

Leigh Morales, Director for Student Success



Leigh Cherry Morales grew up in Murfreesboro and Memphis, TN and joined UT System Office of Academic Affairs, Research, and Student Success in 2017. She began work as the Coordinator for Student Success Initiatives and Coordinator for the statewide Tennessee Reverse Transfer Program before becoming the Director of Student Success for the UT System in February 2023. In her current role, Dr. Morales ensures the success of new and ongoing student success programming, initiatives, and policies. She develops strategies and best practices to enhance student success of UT student populations across UT's five campuses. She collaborates with campus leaders to promote a high-quality student experience. Preceding her role with UT System, Dr. Morales was the Student Success Coordinator at a Liberal Arts College in New England and a Spanish content developer, instructional designer, and adjunct professor. She holds a bachelor's degree in Spanish Teaching/TESOL, a master's degree in Spanish Pedagogy from Brigham Young University, and a Ph.D. in Higher Education Administration from the University of Tennessee, Knoxville.

Trudi Neubeck, MS, CAP OM, Administrative Specialist III



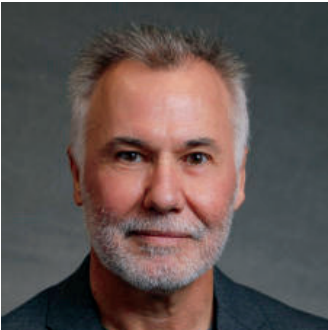
Trudi Neubeck has advocated for admin professionals since she began her career at the UT Institute of Agriculture eight years ago as the Administrative Specialist III in the Tennessee 4-H department. Trudi holds a B.S. in Business Education (UTK '91) and an M.S. in Instructional Design & Technology (UTK '22). She received her CAP and Organizational Management certificates from IAAP in 2017 and was identified as an IAAP Subject Matter Expert in 2019. Trudi served four years on the CAP Exam Panel, submitted 55 test questions as an Item Writer for the CAP exam, and is the chair of the IAAP Certification Administration Committee that certifies the exam results. She was the founding committee chair and first president of a newly created association for TN Extension support staff, the Tennessee Extension Association of Administrative Professionals (TEAAP), which launched in July 2022. In January 2025, Trudi will begin her second term as president of the national association they are affiliated with, The Extension and Research Support Staff Association (TERSSA). Trudi is passionate about building a community of support, providing networking opportunities, sharing knowledge of CAP certification, and advocating for her chosen profession.

Andrew Owens, DASH Business Analyst



Andrew's time at UT began in April 2022 when he had the pleasure of supporting the UT system as an IT Technician. He developed a fondness for UT customers and embraced the broader UT culture. This past year has presented him with many wonderful highlights at UT. In the summer, Andrew graduated with his bachelor's degree in information science from UTK and received an incredible opportunity to continue growing with UT as a DASH Business Analyst. In the next chapter of his lifelong pursuit of learning, Andrew plans to pursue a master's program at UTK in January. In his free time, he enjoys outdoor activities, hiking, playing tricks, learning Spanish, playing the piano, 3D printing, and building with Legos. As he continues his career at UT, Andrew reflects on the opportunities and responsibilities he has to build lasting relationships while encouraging those around him through kindness and acts of service.

David Patterson, Professor Emeritus



David A. Patterson, Ph.D., M.S.W., is a professor emeritus of The University of Tennessee's College of Social Work. He was the first Cooper-Herron Endowed Professor of Mental Health Research and Practice in the College of Social Work. Dr. Patterson was the Principal Investigator/Director of the federally and locally funded Knoxville Homeless Management Information System (KnoxHMIS) for 18 years, a community outreach research endeavor of the College of Social Work. He was the founding director of the College's Doctor of Social Work (DSW) program and President of the University of Tennessee-Knoxville Faculty Senate. Dr. Patterson is a Brown University Mindfulness Center certified Mindfulness Based Stress Reduction (MBSR) Teacher who has practiced daily meditation for over thirty years. He has taught mindfulness and meditation practices to a number of populations in a wide array of settings. He now teaches mindfulness courses through the Meaningful Life Center of Knoxville. The primary teaching focus of Dr. Patterson's 31-year academic career was on clinical social work practice. A major emphasis of his scholarship in recent years has been on homelessness and the application of information technology in service delivery to unhoused individuals and families. He is the author of Personal Computer Applications in the Social Services (Allyn & Bacon, 2000), Data Analysis with Spreadsheets (Allyn & Bacon, 2006), and numerous peer-reviewed journal articles and book chapters.

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.

Nancy Scott, Director of Leadership Development Programs



Nancy Scott is the leadership development programs director for the Graduate and Executive Education programs, including Executive Education, Healthcare, Leadership & Strategy and Physician Executive MBA, where she designs and heads the leadership development assessments and programming. She has more than a decade of experience in leadership development for working professionals. Scott is a certified facilitator in the LEGO SERIOUS PLAY® methodology, the Strengths Deployment Inventory, and the Hogan Assessments.

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!

Izetta Slade, Executive Director of EEOD



Izetta is the former 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 the 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 her doctorate in Learning and Leadership through UT Chattanooga.

Jeff Stiles, Police Management Consultant



Jeff Stiles, a Police Management Consultant, joined UT Institute for Public Service Municipal Technical Advisory Service (MTAS) in March 2024. Before joining MTAS, Jeff spent more than 28 years with the Knoxville Police Department and about two years with the Naifeh Center for Effective Leadership. He holds a Master of Science in Business Administration from the University of Tennessee. He serves municipalities in east and middle Tennessee.

Emily Weaver, Business Analyst



Emily Weaver is a Business Analyst on the DASH Customer Success Team with the UT System Department of Technology Solutions. In her current role, Emily works alongside the DASH Change Management and Communications Teams. Emily is the Project Lead and a System Administrator for UT's Cornerstone Learning Management System, internally referred to as "K@TE." Emily started at UT in 2017 as an Administrative Assistant for the UT System Office of Employee and Organizational Development. She later transitioned to working for the UTHSC Graduate School of Medicine Preston Medical Library at UT Medical. Emily took her current position with the UT System Department of Technology in 2019 on the then "IRIS Customer Support Team," where her position and responsibilities have continued to evolve. Emily holds a B.A. in Psychology, which she received in December of 2016 from the University of Tennessee Knoxville.

Jill Zambito, Assistant Vice Chancellor

Dr. Jill Zambito serves as the Assistant Vice Chancellor for Health & Wellness in the Division of Student Life at UTK. In her role, she leads health and wellness departments focused on providing student support and services including the Center for Health Education & Wellness (CHEW), Center for Care & Resilience (974-HELP), Student Counseling Center, Student Health Center, and RecSports.

Room Hosts

Rebecca Alcorn, Training Manager



Rebecca Alcorn has served as Training Manager for UT Facilities Services since 2017. Prior to joining the best team at UTK, 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 MTSU and is currently working on her Ed.D. at UTC in Leadership and Instructional Practice. She is also the Training Coordinator for the DASH OMC implementation for UTK and UTHSC. Between school and work (thanks to DASH) there's not much time for anything else, so the free time she does have is spent with her family.

Marchelle Robinson, Assistant Director of Payroll, Benefits, & Retirement



Marchelle Robinson joined the UT System as a Benefits Coordinator in May 2016 and has gradually been afforded opportunities to grow her career into the Assistant Director of Benefits & Retirement. She enjoys finding ways to help people understand their benefits. She does not have a hometown to claim due to growing up as a "military brat," but she has lived in Tennessee longer than anywhere else. Marchelle was born in Germany and has dreams of going back and visiting someday. She received her BS in Business Administration and Human Resource Management and has plans to earn a designation as a Certified Employee Benefit Specialist. Marchelle spends her free time with her family and friends and is a proud mother of a soon-to-be UT college graduate.

Brian Watkins, Leadership Development Consultant



As an Executive Coaching Certified Professional (ECCP), Brian works one-on-one with leaders across campus at UT Knoxville. Through his partnerships, he works towards achieving client's leadership and personal development goals. Brian is the UTK HR point of contact and coordinator for the New Leader Accelerator cohort and Leadership Development workshops. He holds a Bachelor of Business Administration (BBA) and Master of Business Administration (MBA) from Tusculum University and is Professional in Human Resources (PHR) certified.

Registration Hosts

Madelyn Lane, Intern



Madelyn is a senior at The University of Tennessee, earning her B.S. in finance with an emphasis on entrepreneurship. She has been with Employee and Organizational Development since 2023 as an intern and assists the team with planning and executing professional development events and conferences. She also works within K@TE, the LMS, to assist user input data. Madelyn currently serves as Vice President of Finance in Haslam's Women in Accounting Club and Director of Finance for her Sorority, Kappa Delta. She is also involved in the 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.

RJ Norton, Intern



RJ is from Nashville, Tennessee, and is currently a senior at the University of Tennessee, pursuing a Bachelor of Business Administration in Human Resources with a focus on Information Management. He joined the University of Tennessee's Human Resources Employee and Organizational Development Department as a student intern in February 2024. On campus, he participates in extracurricular activities, including the UT Success Academy and the Multicultural Student Association. In his free time, RJ enjoys working out, watching sports, cooking, reading, and playing chess.

Skylar Stout, Compensation Analyst

Sky Stout has been with the University of Tennessee System since June of 2022 and currently serves as a Compensation Analyst for the Human Resources (HR) department. They graduated from the University of Tennessee, Knoxville with their B.S. in Business Administration, focusing on Human Resources. Sky is currently working on their M.S. in Management and Human Resources, also from UT Knoxville. Sky is a sports enthusiast and on the weekends you can catch them watching football (especially the Vols) and NASCAR or studying for school. Dedicated to serving others, Sky partners with other departments within HR to ensure consistent communication and collaboration.

Ashton Thornton, HR Generalist

Ashton graduated in May with a Bachelor of Science in Human Resources with a collateral in marketing. He is currently the HR Generalist at UT Systems. Before he started this role, he completed internships with the Metropolitan Knoxville Airport Authority and Blackberry Farm.

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 a Learning Consultant and Business Partner. Sarah is a dedicated professional passionate about 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, 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. 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 aid 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 M.S. in Educational Psychology with an emphasis on Adult Education.

Madelyn Lane, Intern



Madelyn is a senior at The University of Tennessee, earning her B.S. in finance with an emphasis on entrepreneurship. She has been with Employee and Organizational Development since 2023 as an intern and assists the team with planning and executing professional development events and conferences. She also works within K@TE, the LMS, to assist user input data. Madelyn currently serves as Vice President of Finance in Haslam's Women in Accounting Club and Director of Finance for her Sorority, Kappa Delta. She is also involved in the 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.

RJ Norton, Intern



RJ is from Nashville, Tennessee, and is currently a senior at the University of Tennessee, pursuing a Bachelor of Business Administration in Human Resources with a focus on Information Management. He joined the University of Tennessee's Human Resources Employee and Organizational Development Department as a student intern in February 2024. On campus, he participates in extracurricular activities, including the UT Success Academy and the Multicultural Student Association. In his free time, RJ enjoys working out, watching sports, cooking, reading, and playing chess.

Josiah Roberts, eLearning Coordinator & 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. He holds a bachelor's degree in Preaching and Youth Ministry, complemented by a master's degree in Education from Johnson University.

Jeannie Tennant, Director

Jeannie, a dedicated professional, joined 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 B.S. in Multidisciplinary Studies and Human Learning from Tennessee Technological University and earned her M.S. in leadership and management, further enhancing her expertise and dedication to the field.



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

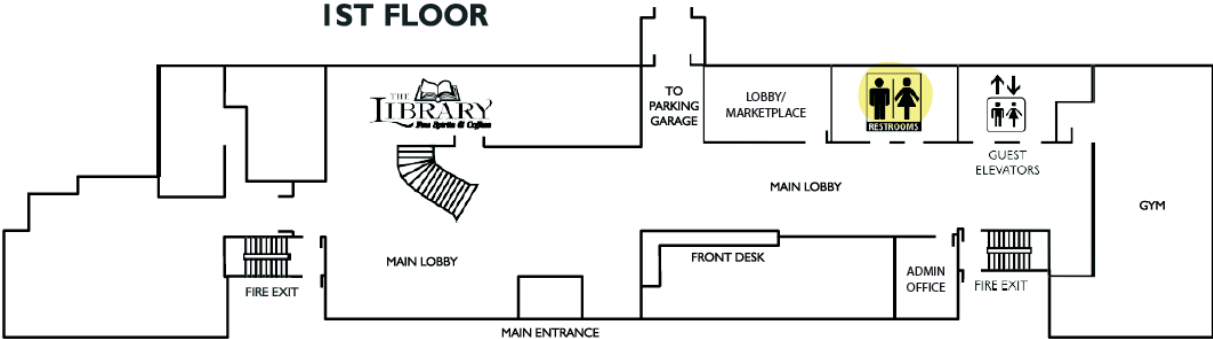
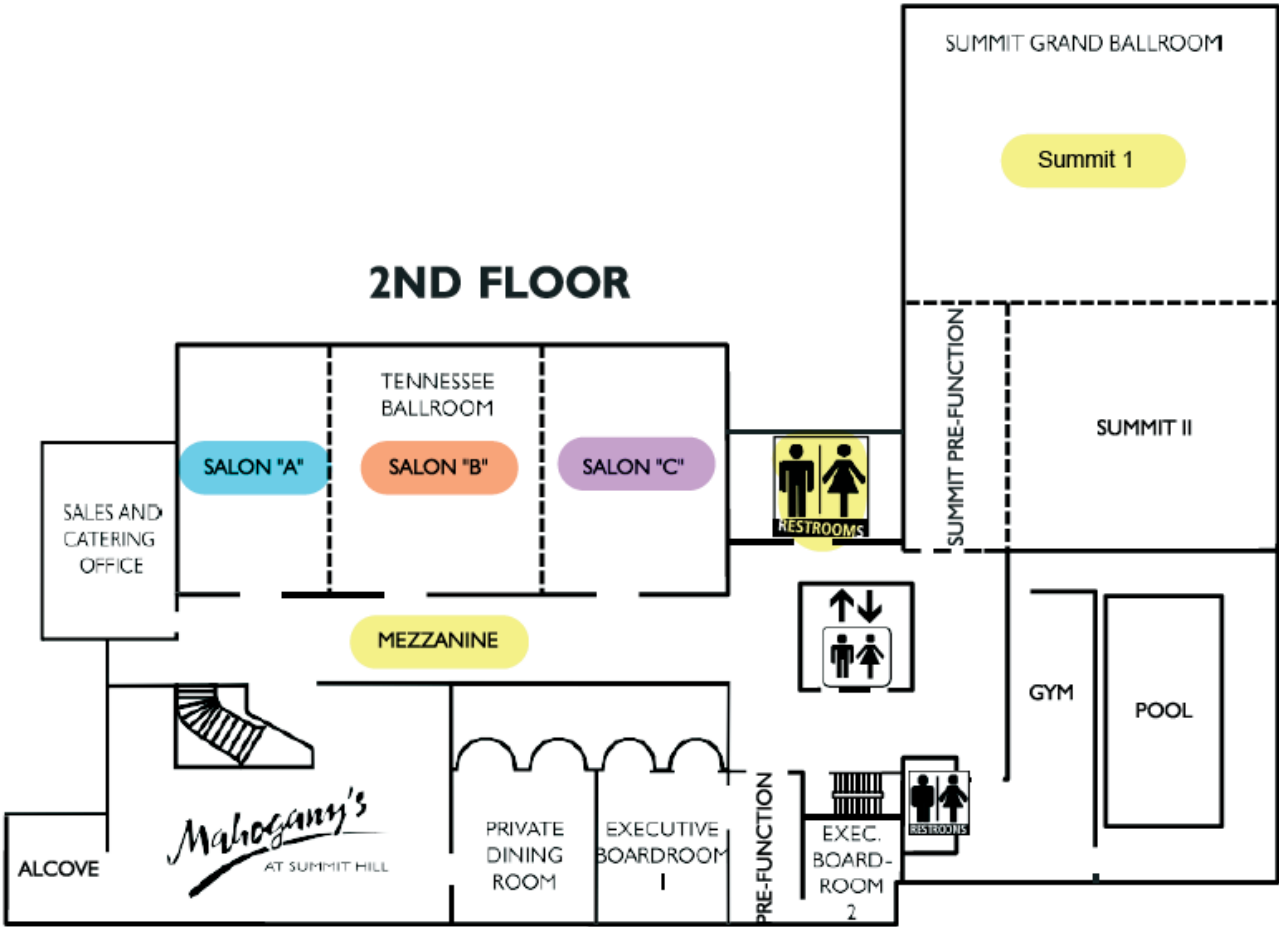
Transparent and trusted

Fostering integrity through openness, accountability, and stewardship



CROWNE PLAZA[®]

KNOXVILLE



MENU

APS PROGRAM
NOVEMBER 13, 2024

B R E A K F A S T

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

B R E A K

Coffee, Decaf Coffee, Hot Water with Tea, Lemonade, Sodas

L U N C H

Tossed Garden Salad with Ranch & Balsamic Vinaigrette
Italian Pasta Salad
Roast Round of Beef with Woodland Mushroom Sauce
Marinated Herbed Grilled Chicken Breast
Fresh Vegetable Sauté, Roasted New Potatoes, & Warm Rolls with Butter
Strawberry Shortcake & Chocolate Cake

S N A C K

Otis Spunkmeyer Jumbo Cookies
Assorted Bags of Chips
Assorted Granola Bars
Coffee, Decaf Coffee, Hot Water with Tea, Lemonade, Sodas

MENU

APS PROGRAM
NOVEMBER 14, 2024

B R E A K F A S T

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

B R E A K

Coffee, Decaf Coffee, Hot Water with Tea, Lemonade, Sodas

L U N C H

Potato Salad, Cole Slaw, Macaroni Salad (vinaigrette base)
Grilled Hamburgers, Grilled Chicken Breasts, & Nathan's Famous Hot Dogs
Tomato, Lettuce, Pickles, Onions, Mayonnaise, Mustard, Ketchup
Hamburger & Hot Dog Buns, American Cheese
Molasses Baked Beans
Bags of Assorted Chips, Double Fudge Brownies
Iced Bottled Water and Sodas

B R E A K

Coffee, Decaf Coffee, Hot Water with Tea, Lemonade, Sodas