



THE **CORNERSTONE** **PROGRAM**

COHORT VII GRADUATION
Wednesday, September 21, 2022
9:00 - 10:30 AM

WELCOME

CAROLYN CULLEN • Director, Talent Management, UVA Human Resources

OPENING REMARKS

JAMES E. RYAN • President

PARTICIPANT IMPACT STATEMENTS

MICHELLE PALMA ZOMETA

RACHAEL BOSTON

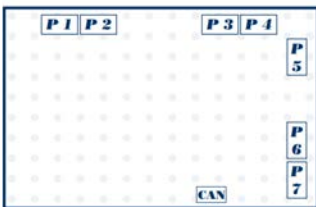
TEAM PROJECT PRESENTATIONS

Please hold questions for the Project Showcase

FINAL COMMENTS

CAROLYN CULLEN

PROJECT SHOWCASE UNTIL 10:30 A.M.



PROJECT 1

Faculty and Staff Onboarding Program

SPONSORS: Nicole Woods, Laura Mellusi, Caterina Eubanks

PARTICIPANTS: Rachael Boston, Kristine Nelson, Jaime Satterlee

The goal of this project was to create a comprehensive onboarding program for faculty and staff of the College of Arts and Sciences. An important part of this project was to incorporate a culture of belonging and open exchange of knowledge among faculty and staff from the earliest days of employment. Our team analyzed existing onboarding resources from across UVA, received feedback from new faculty and staff within our departments, and met regularly with our project sponsors to gain additional information and feedback on needs specific to their School. We learned about additional initiatives happening at UVA and consolidated existing onboarding materials, recommendations for utilizing new tools and suggestions for incorporating specific points within this process where a new employee would learn about the culture of the School and UVA and opportunities for promotion/advancement.

PROJECT 2

Aligning UVA Strategies With the United Nations' Sustainable Development Goals

SPONSOR: Andrea Trimble

PARTICIPANTS: Paula Figgatt, Michael Greco, Teresa Green

Our group was asked by the University's Office of Sustainability to make recommendations on how the University could communicate existing alignments with the United Nations 17 Sustainable Development Goals (SDGs) and how the University might further align itself specifically within the areas of Engagement, Teaching, Research and Operations. Our group divided our task into three stages: Background Research, Project Scope and Design, and Implementation. We researched the existing efforts within Higher Education to map on-campus activities to the SDGs and worked with our sponsors to develop a scope and set of deliverables that was realistic for our relatively small team of three while still providing meaningful results. As a group we decided to focus our efforts on Teaching and Student Engagement. Using data sets from the University Registrar (Course Catalog) and the Office of the Dean of Students (Clubs) and comparing those sets of data to a standardized set of keywords associated with the SDGs, we were able to identify all clubs or courses at UVA aligned with one or more SDG. Currently we are working with the Registrar and Dean of Students to make this information readily available to students as the choose courses or explore club options.

PROJECT 3

Learning for Racial Equity

SPONSORS: Rachel Spraker, Sly Mata, Louis Nelson

PARTICIPANTS: Carolyn Mitchell Dillard, Michael Goetz, Blake Jimenéz-Calhoun, Nathan Moore, Justin Vesser, Michelle Palma Zometa

The purpose of this project was to understand to what extent University staff are familiar with the University's history of overtly institutionally racist practices. What might be the cultural, organizational, and personal impacts of expanding staff-specific professional development opportunities that center not only on diversity, equity and inclusion generally, but specifically to the University's history in this area?

Our group surveyed various relevant efforts taking place across Grounds. In doing so, we discovered that Rachel Spraker and Sly Mata from the Division for Diversity, Equity, and Inclusion were already working on instructional design for training on this topic. Our group discerned that we could be most helpful by assisting DDEI's work, and cleared this approach with our project sponsors.

Our efforts were organized around exploring three main areas: 1. How best to 'market' the eventual offering to staff, 2. What types of asynchronous learning will be most effective, 3. What types of emotional support resources might be needed for an experience of this nature? Via research, dialogue, stakeholder meetings, and follow-up sessions, we worked to amass and distill perspectives and feedback that will be helpful to our colleagues in the eventual instructional design – leading to a set of recommendations per question explored.

PROJECT 4

Onboarding New Employees: A Holistic Approach for IDEA

SPONSORS: Carmelita Pickett, Mira Waller

PARTICIPANTS: Whitney Buccicone, Claudia Scholz, Carol Temerson, Julie Thomas

The goal of our project was to develop an onboarding experience for new UVA Library employees that would contribute to a culture that embraces diversity, inclusivity, and collaboration. Our work included an environmental scan of IDEA (inclusion, diversity, equity and accessibility) initiatives at higher education institutions and libraries across the country, including UVA.

We adopted the Prosci's ADKAR framework because it offered a way to link individual mindsets and actions to institutional culture change (stated goal of our Library clients). ADKAR is an acronym reflecting the necessary components of institutional change: Awareness, Desire, Knowledge, Ability, and Reinforcement.

We then created a matrix integrating the ADKAR framework with the Library's five desired employee competencies, organized our scan of IDEA resources within this matrix, as well as each item's appropriateness for different stages of the employee onboarding process.

Finally, we drafted a series of "I" statements reflecting the competencies that could be applied in a Likert-scale assessment tool. This instrument can be used to measure cultural change over time as employees change their mindsets and self-efficacy related to IDEA orientations and competencies.

PROJECT 5

50+ Years: Recommendations for the Medical Center Employee Council (MCEC)

SPONSORS/POINT PERSON: Bush Bell, Eve Dallas

SPECIAL THANKS: Carolyn Cullen, Anna Marie Kelleher

PARTICIPANTS: Shaele Culbreath, Onyi Odumoso

Employee engagement can be defined as the level of employees' emotional connection to their company or organization. When highly engaged, employee behaviors you might see could include picking up a piece of trash even though doing so is not their job or escorting a lost patient to their clinic in the Medical Center versus pointing them to a map.

The MCEC was placed on hold during the pandemic and leadership viewed the hiatus as an opportunity to reinvigorate the council.

Working closely with our project sponsors, the purpose of our project was to identify recommendations to implement for an MCEC relaunch. The project team led a benchmarking outreach to 40 peer health systems and identified trends and opportunities to implement. Our recommendations included redefined bylaws, including a membership appointment process, and surveying the council members to understand the barriers to active engagement in meetings. The project team identified awareness as a top issue preventing the council from thriving and implemented a random survey of 300 health system employees to better understand opportunities to promote the council including a refresh of the website and a better distribution of meeting information. The results were shared with the council and Medical Center leadership.

PROJECT 6

Strategic Recommendations for Employee Rewards and Recognition at UVA

SPONSOR: Raymond Brown

PARTICIPANTS: Kim Sauerwein, Adam Seid, Esther Sheler, Austin Stajduhar, Ryan Taylor, Ashley Watkins

Our team worked with the Rewards and Recognition group at UVA Health to examine current reward and recognition offerings and to consider ways in which programs and offerings might scale to the academic division. To that end, we developed a Qualtrics-based tool to assess team member awareness of and satisfaction with current programs. In addition, we completed a benchmarking project which looked at the rewards and recognition offerings of major universities with teaching hospitals as well as independent hospital systems. We offered several recommendations to our sponsors, including an assessment of stakeholders' motivations, behaviors, and expectations; examining team member satisfaction with current offerings; and exploring new enterprise systems to manage programs and offerings. Additionally, we recommend consideration of an overarching rewards and recognition program that widely serves all university employees instead of just the health system. Our team is eager to see what grows from these efforts, and we stand ready to serve as thought partners to our friends in Rewards and Recognition as they undertake the important work ahead.

Back to Carruthers: Evaluating the Outcome of UVAFinance's Pilot Hybrid Work Approach

SPONSOR: Melody Bianchetto

PARTICIPANTS: Brigitte Binard, Allison Hope, Cornelia Horner, Jessica Livingston, Zoli Povaszay

Our team was tasked with reviewing and assessing UVAFinance's "Back To Carruthers" Plan. This project aligns with UVA's 2030 Strategic Plan to attract and support talented and committed staff, and to promote a culture of integrity, mutual respect, excellence, collaboration and innovation. During the global pandemic, the ability and desire to work from home quickly changed the traditional approach to working from the office. Many organizations and institutions, including UVAFinance, adapted a flexible, hybrid work model for their team. Once it became apparent that the world would not be returning to a pre-pandemic state, UVAFinance wanted to assess how the flexible, hybrid model was working for its employees—particularly in the face of global workforce recruiting and retention issues. The project team met with the team sponsors to gather more information, created, and disseminated a survey to over 140 UVAFinance employees, and held smaller focus groups to drill down into more qualitative feedback on culture, communication, challenges and related topics. Based on this information, the project team put together key recommendations for UVAFinance's "Back To Carruthers" Plan to provide the best work environment for employees.





Brigitte Binard

UVA Physicians Group

As the Division Administrator for Hematology and Oncology for UVA Physicians Group, Brigitte leads a multidisciplinary team that provides support to the clinics owned and/or managed by UPG. Her team provides project management, coding & billing services, clinical quality analysis, and provider human resource support for the practices. Brigitte has primary responsibility for capital and operational budgeting for UPG Clinical Operations and keeps a finger on the financial pulse of the practices. She works collaboratively with her counterparts in the areas of Finance, Planning & Analysis, Business Development, Legal Services, as well as Facilities Management.

Returning to UPG in 2015 as the Clinical Operations Analytics Specialist, Brigitte previously worked as an accountant for UPG from 1994 to 1999. During that period, she worked in and supervised Payroll and was the financial accountant for Clinical Operations at its inception. In the interim sixteen years, she was a stay-at-home mom, a dorm parent, and a Realtor.

Brigitte served eight years in the U.S. Navy Reserve as a Cryptologic Technician Interpreter (French). She holds a Bachelor of Arts degree in Economics from Florida International University and a Master of Science in Accounting from The University of Virginia's McIntire School of Commerce. She is a member of the American College of Healthcare Executives (ACHE).



Rachael Boston

UVA Health

Rachael Boston joined UVA Health as the Ambulatory Manager for Ophthalmology in 2018 and Dentistry in 2020. Prior to this, she worked as a Director of Rehab for more than ten years and as a licensed clinician as a Physical Therapist Assistant in the outpatient and long-term care setting. Rachael holds an MBA with a concentration in Healthcare Administration and a BA in Healthcare Management from Ottawa University.

Rachael currently serves on the Patient Experience Committee, the UVA Health Strategic Planning: Clinical Mission Work Group Committee and has attended the Leadership Essentials Program and BeSafe Academy.

Rachael's personal and professional purpose is dedicated to a life of service to healthcare and partnerships with other community advocacy initiatives that focus on amplifying community voice and choice, forging relationships and partnerships, and advancing equity in the process.

Rachael currently serves as Cultivate Charlottesville's Board Chair, whose mission is to engage youth and community to work and grow gardens, share food and power to build a healthy, just, and equitable food system. She also served Albemarle County Public Schools as an appointed committee member for School Redistricting for the urban ring schools 2017/2018.

Rachael, her husband Marc, and three daughters are outdoor enthusiasts, who love to hike, bike, and travel. They inspire her every day.



Whitney Buccicone

Small Special Collections Library

Whitney Buccicone (she/her) is the Head of Technical Services for Special Collections at the Small Special Collections Library.

She holds three degrees from Indiana University: BA, Psychology; Masters, Library Science; and Masters, Arts Administration.

She began her career as a student worker at the Lilly Library and was hired for multiple full-time positions after receiving her MLS. From 2016-2019, she was the Special Collections Cataloging Librarian at the University of Washington in Seattle. She joined UVA in September of 2019.

Her research interests include social justice and its impact in the library profession, reparative work and the archive, and library management.



Shaele Culbreath

Darden School of Business

Shaele Culbreath is the Assistant Vice President for Advancement and Engagement at the University of Virginia Darden School Foundation. She oversees the Darden Annual Fund, Darden's boards and the delivery of a diverse engagement and services portfolio for more than 18,000 alumni.

Prior to joining Darden in 2010, Shaele spent nearly 12 years in volunteer and event management at the United Way-Thomas Jefferson Area as Volunteer Center Director. She facilitated ongoing community volunteerism in partnership with 100 nonprofit organizations and coordinated the United Way Laurence E. Richardson Day of Caring, a day of service with more than 2,000 volunteers from local businesses. Her love for volunteer management began as a college student while serving as a program director at Madison House.



Carolyn Mitchell Dillard

Office Division for Diversity, Equity, and Inclusion and Community Partnerships

Carolyn Mitchell Dillard is the University-Community Liaison in the Division for Diversity, Equity & Inclusion. She joined the UVA family in 2003 and has served in the office of Media Relations & Community Relations. She currently serves on the Memorial to Enslaved Laborers (MEL) Community Engagement Committee and is responsible for MEL Programming & Initiatives. She also serves as a member of the President's Commission on the University in the Age of Segregation (PCUAS) as the co-chair of its community engagement committee and is on the board of the Descendants of Enslaved Communities at UVA (DEC-UVA). She also served on the President's Commission on Slavery (PCSU) Community Engagement Committee.

Carolyn is the first female pastor of this historic Zion Hill Baptist Church in Keswick, VA (established in 1870). She has a B.S., an MBA, and an M.Div. from the School of Theology at VUU and is a current Doctoral Candidate there. She joined Delta Sigma Theta Sorority, Inc. in 1984 and is a proud member of the Charlottesville Alumnae Chapter. She is Dare to Lead Trained.



Paula Figgatt

UVA Foundation

Paula Figgatt has been with the University of Virginia Foundation (UVAF) as a Senior Real Estate Asset Manager on the Asset Management team since 2006. In this role, Paula manages a large portfolio of Commercial and Residential Assets along with disposition of Real Estate Gifts through the generosity of a collection of donors to include former alumnae, patients, and staff.

Before joining UVAF, Paula developed the wireless network systems for all the top wireless providers in a five-state region and managed a small team of site acquisition agents. Paula has a B.S. in Business Management from Virginia Tech.

Paula has a husband of 32 years, Bret, and has three grown adult children, Chris, Meredith, and Jack. In addition, a brand-new grandson, Elias. She has three furry kitties, Cole, Hope, and Sugar. In her spare time, you can find her on her mat as a student and a teacher. Paula is an avid hiker on the AT and PCT with friends Chip and Robyn, also known as the "3 Amigos".



Michael Goetz

University Advancement

Michael Edward Goetz serves as Senior Director, UVA Clubs Global Network in the Office of Engagement in University Advancement. In this role, which he assumed in August of 2018, he and his colleagues work with the volunteer leadership of 100+ UVA Clubs for alumni, friends, and families of the University around the world.

Hailing from outside of Albany, New York, and originally planning to be a Catholic priest, he has found a happy and fulfilling career path in higher education administration – in advancement roles, primarily.

Before coming to UVA, he worked in advancement roles of varying sorts at Harvard University (Cambridge, MA), Haverford College (Haverford, PA), and Saint Joseph's University (Philadelphia, PA). He has a bachelor's degree in sociology and a master's in writing studies from Saint Joseph's, and a master's degree in higher education from Harvard.

His hobbies include running, singing, travel, attending performances, and time with friends and family. Volunteer and philanthropic causes include the Blue Ridge Area Food Bank, his alma maters, and LGBTQ+ organizations. He roots for the Boston Red Sox and, of course, the Hoos.



Michael Greco

Miller Center

Michael Greco serves as the Miller Center's Director of Information Technology. Michael joined the Miller Center in March 2002 to direct the newly constructed Scripps Library.

Before coming to the Miller Center, he was an archivist at the US Mint in Washington, D.C. He holds a Master of Library Science degree from the University of North Carolina at Chapel Hill and Master of Arts degrees in Public History and English from North Carolina State University.

Michael lives in Earlysville with his wife and two high school children. Michael is obsessed with European soccer, music (everything from the Grateful Dead to Opera), cooking, and books (both reading and shelving them).



Teresa Green

UVA Health

Teresa Green has served the pediatric population at the University of Virginia Children's Hospital as a professional nurse and leader for the past 22 years. She currently is the Director of Clinical Operations for the Children's Hospital's ambulatory services.

She has dedicated her nursing career to improving the quality of care and patient experience and empowering others to do the same. As a transformational leader, Teresa has led many best practice initiatives, including the implementation of many innovative solutions. She was the recipient of the Professional Nursing Staff Organization (PNSO) 2017 Executive Nurse Leader Award.

Teresa earned a Master of Science degree in Nursing Administration with a focus in Organizational Development from the University of South Carolina and is Nurse Executive, Advanced Board Certified.



Allison Hope

Department of Safety and Security

Allison Hope serves as the Assistant Director for the Office of Emergency Management. The Office of Emergency Management supports one component of the larger Department of Safety and Security at the University. In this role, Allison impacts the University's safety efforts in all four phases of emergency management: mitigation, preparedness, response, and recovery. She leads the annual Integrated Preparedness Plan development and review, the annual Hazard Vulnerability Analysis, the annual planning cycle development and review, and manages the University's school and unit Continuity of Operations efforts. Allison also supports the University during planned and unplanned incident response and maintains the virtual emergency operations center software.

Allison holds a B.S. in Biology from Virginia Tech, an M.P.H. from the University of Virginia, and is currently pursuing her Ph.D. in Public Administration and Policy from Old Dominion University. In her free time, you can find Allison taking advantage of one of the numerous outdoor activities Charlottesville has to offer.



Cornelia Horner

UVA Investment Management Company

Cornelia Horner is the strategic initiatives and communications lead at the University of Virginia Investment Management Company (UVIMCO), with responsibility for driving key operational improvements for the organization with senior leadership.

Ms. Horner's primary areas of responsibility include managing and driving operational initiatives, executing effective communications strategies, and engaging with external constituents, including UVA and foundation staff, boards, students, and alumni. Ms. Horner will specifically be focused on diversity, equity, and inclusion (DEI) initiatives and investor responsibility initiatives to further UVIMCO's efforts to adopt environmental, social, and governance (ESG) best practices. She also serves as the primary staff support for UVIMCO's Advisory Committee on Investor Responsibility (ACIR).

Prior to joining UVIMCO, Ms. Horner worked for over twelve years to advance public policy issues across a variety of industries through strategic communications and initiatives in the Washington, D.C. area.

Ms. Horner graduated with honors from the University of Virginia, where she received a B.A. in English.



Blake Jimenéz-Calhoun

School of Engineering and Applied Science

Blake Jimenéz-Calhoun is currently the School of Engineering's Director of Undergraduate Success, formerly serving as Assistant Director. In this role, Blake meets students where they are to identify strategies for improving academic performance.

Originally from Chesapeake, Virginia, Blake Jimenéz-Calhoun earned her B.A. in Sociology in 2015 from the University of Virginia. She continued her studies at Michigan State, earning a Master of Arts in Student Affairs Administration in 2018.

Prior to starting in the School of Engineering in 2018, Blake worked in residence life and community-engaged scholarship.

In addition to her primary work at UVA, Blake serves as Vice Chair of the Serpentine Society, a philanthropic Queer UVA Alumni group, and is a proud member of the Black Faculty and Staff Employee Resource Group.

When not working, Blake and her partner enjoy the company of three dogs (Maxx, Nali, and Quincy) and several fish tanks.



Jessica Livingston

**School of Education and Human
Development**

Over the past 15 years, Jessica Livingston has worked in a variety of roles within higher education and non-profits. For the last six years, she has served as the Director of Student Affairs at the School of Education and Human Development. She is the strategic lead on building and maintaining student programs and initiatives, oversees individual and school-wide crisis management efforts, and manages a team of professionals focused on student success and career services. Jessica is also responsible for designing and implementing surveys and assessment tools related to climate, belonging, and access to resources. She works closely with university and school partners to build and maintain cross-functional relationships to support student systems and initiatives.

Before her time at UVA, Jessica worked for various institutions of higher education, including Harvard University, Massachusetts Institute of Technology, and the University of California, Los Angeles. Her focuses have included fundraising, operations, academic program administration, recruitment, budgeting, program development, and management. Outside of work, Jessica enjoys spending time with her family, running, reading, and keeping up her regular practice as a painter.



Nathan Moore

WTJU 91.1FM

Nathan Moore builds and maintains platforms: sometimes media platforms, sometimes literal platforms. He is the General Manager at WTJU 91.1 FM, UVA's community radio station. He launched and serves as staff advisor for UVA's student-run station WXTJ 100.1 FM. Nathan also launched Virginia Audio Collective, UVA's community podcast network. And in 2019, he spearheaded the fundraising, logistics, and tech build for WTJU's move into new studios on Ivy Road. (He also did a bit of carpentry.)

Before coming to the University in 2011, Nathan worked as the National Programming Coordinator at Pacifica Radio, the General Administrator of Pacifica's daily newscast, the News Director at WORT 89.9 FM (Madison, WI), and the News Director and Music Host at WWVU 91.9 FM (Morgantown, WV).

Nathan has two kids, two dogs, and two ears that he uses to listen to an eclectic collection of music.



Kristine Nelson

Frank Batten School of Leadership and Public Policy

Kristine Nelson is the Assistant Director of Undergraduate Academic Programs at the Frank Batten School of Leadership and Public Policy. Prior to joining the Batten School in 2017, Kristine worked for four years at the School of Architecture as the Director of Graduate Admissions. Kristine has a B.B.A. from the College of William and Mary and an M.Ed. from the University of Georgia. Her work in higher education began in Residence Life at the College of Charleston in South Carolina.

Inspired by students at the Batten School, Kristine has supported local campaigns, worked at the polls, mentored adults seeking living wage employment, and supports holistic community development programs like Abundant Life Ministries. Kristine and her husband, Louis, have three children (two 'hoos and one VCU Ram), twelve chickens, and three ducks.



Onyi Odumosu

UVA Finance

Onyi Odumosu is the Senior Project Manager for the Finance Strategic Transformation (FST) at UVA Finance. She moved to Charlottesville in 2013 from Boston, Massachusetts, with her family after spending several years working for Verizon in its Research and Development Technology division, turning ideas into business products and working cross-functionally across the company. She joined the UVA Health System in 2016 and had a lead role with the Epic Phase II rollout. She started her career as a Software Architect and moved across technical and management roles before finding a passion in project management. She loves interacting with people, creating a common vision, tackling complex problems, and turning chaos into order.

Onyi has a Bachelor's degree in Computer Science from Lagos, Nigeria, where she was born, a Master's degree from RIT in Rochester, NY, and an MBA from Babson College in Massachusetts. When she is not musing over ideas or projects or catching up on global news, she can be found spending time with her husband and sons. She is active in her community and is passionate about youth development.



Zoli Povazsay

UVA Law School Foundation

Zoli Povazsay serves as Senior Director of Development at the Law School Foundation. In his role, he is primarily responsible for building relationships with Law School alumni and friends in the Western United States and Europe. Prior to joining the foundation, he spent six years working at the McIntire School of Commerce Foundation at UVA.

Zoli is from Budapest, Hungary, and attended the University of Southern California on an athletic scholarship on the swim team. He was also a member of the Hungarian Olympic and World Championship teams during his swimming career. Zoli graduated from the Marshall School of Business with a concentration in management in 2011. He lives in Charlottesville and enjoys the outdoors with his family.



Jaime Satterlee

School of Architecture

Jaime joined the UVA School of Architecture in February 2020. As the Dean's Assistant and part of the Dean's Executive Team, she provides support to the Dean, Associate Deans, and Leadership within the School of Architecture. She also serves as a liaison with departments and maintains coordination with the Provost, Vice-Presidents', and President's offices. She also provides coordination between other departments and the Dean's Office for major school events, lectures, and receptions.

Jaime is a Virginia native and received her undergraduate and graduate degrees from James Madison University.



Kim Sauerwein

UVA Career Center

As the Interim Executive Director of the UVA Career Center, Kim contributes to the leadership of the UVA Career Center in preparing UVA undergraduates to engage in meaningful careers and lives.

Prior to joining the UVA Career Center in May of 2016, Kim served as Director of Student Success and Retention at Colby-Sawyer College in New London, New Hampshire, and Assistant Director of Career Services at Dartmouth College in Hanover, New Hampshire. She also has experience in academic advising, intercultural education, and assessment in college student development.

Kim graduated from Florida State University with a BS in International Affairs and the University of Florida with an MEd in Counselor Education. She became a career counselor to help students to make meaning in the world through reflective and successful career planning. Outside of work, Kim enjoys vegetarian cooking, traveling, and spending time with her busy family of six people and two Goldendoodles.



Claudia Scholz

School of Data Science

Claudia Scholz is the Director for Research Development at the School of Data Science. Graduating with a Bachelor of Arts in Latin American Studies from Mount Holyoke College, Claudia continued on to study sociology at the Johns Hopkins University. She received her Ph.D. in the field in 2005. After graduate school she began to move into research administration, supporting faculty at Trinity University (Texas) and later Spelman College with their research and funding needs.



Adam Seid

Organizational Excellence

Adam Seid is an Associate in the Office of Organizational Excellence, UVA's pan-institutional planning, improvement, and change program. In this role, Adam works across the University to support work that enhances effectiveness and improves process and services; he strives to foster a culture of excellence, collaboration, and innovation across Grounds.

Adam earned his undergraduate degree in advertising with highest valedictory honors from the University of Georgia. He later completed his master's and doctoral degree in higher education administration at the University of Virginia. Adam's research interests are rooted in educational policy, access, and equity, with a specific focus on international education and study abroad. His dissertation, "Study Abroad Interest, Intent, and Decision-Making: The Relationship between Race and Self-Efficacy," focused on the intersection of race and the barriers to study abroad for minoritized undergraduate students at predominantly white institutions.



Esther Sheler

School of Medicine

Esther Sheler is the current Grants Administrator – Post Award for the Molecular Physiology & Biological Physics Department, and Center for Membrane & Cell Physiology in SOM. She works with principal investigators to ensure funding, once received, is being used as policy dictates with no audit violation. She handles the annual budget process and trains administrative personnel in department and center on post award job responsibilities

Prior to coming to UVA, she worked at Union First Market Bank as their Bank Operations Administrator, where she handled retail reporting for 90 branches, monthly data input of scorecards for 330 teammates; audited branches to ensure compliance with operational guidelines; was one of two key members administrating their customer portfolio management system as well as assisted HR with onboarding, exit interviews and benefit administration. Prior to that, she was the Human Resources Director for eight years at Guaranty Bank.

aEsther lives in Charlottesville, Virginia with her husband, Roger. She enjoys visiting her two children whenever possible, Eric and his wife Fernanda and their daughter Grace in northern Virginia and her daughter Paige in Maryland.



Austin Stajduhar

School of Nursing

Assistant Dean for Admissions and Financial Aid, Austin Stajduhar earned an A.S. from Piedmont Virginia Community College, a B.A. from George Mason University, and completed an M.Ed in Higher Education Administration through the School of Education and Human Development. Starting her career in the Virginia Community College System in the admissions and advising office, Austin worked directly with aspiring nursing students. Her extensive knowledge of nursing programs at the community college level made the transition to the School of Nursing effortless, where she works with future, current, and veteran nurses who want to further their education. Austin finds working in admissions, especially for the School of Nursing, to be a privilege, as she helps to process close to 2000 applications each year. She loves all that the Charlottesville area has to offer for herself and her two teenage children.



Ryan Taylor

Facilities Management

Ryan Taylor is the Central Grounds Zone Maintenance Manager for Facilities Management, where he leads a team of 33 craftsmen in maintaining and preserving 75 classroom, administrative, research, and residential buildings, including the Academical Village. His team operates a \$2.6M+ budget for salaries, tools, equipment, and training, and typically perform \$3M+ annually in maintenance repairs and small projects. The team also ensures new buildings and major building renovations are designed and built according to code and University design guidelines, and they coordinate and provide FM support for major University events, including Final Exercises, diploma ceremonies, concerts, alumni events, student functions, and special guest speakers.

Ryan is married and has two sons—both are at AHS; one is a senior, and the other is a sophomore. He and his wife met in high school and dated briefly then before reconnecting in college; she is now a preschool teacher at Kingswood Christian Preschool.

Ryan recently retired from the US Air Force after almost 22 years of combined served on active duty and in the AF Reserves.



Carol Temerson

Information Technology Services

Carol Temerson works for Information Technology Services (ITS) as the Senior Director of Finance and Administration. Carol provides leadership to the Billing, Procurement, Finance, and Administrative areas of ITS and works closely with the CIO Leadership team on special initiatives.

Prior to joining UVA in 2018, Carol was the Finance Manager at Five Colleges of Ohio and served as the Program Manager for their Diversity, Equity, and Inclusion initiative. Carol has extensive experience at a not-for-profit research and engineering company (Draper Laboratory) in the Boston, MA where she served as the Director of Finance and Administration for the Hardware Engineering and Systems Engineering divisions.

Carol holds a Bachelor of Arts in Economics from Harvard University and she resides in Crozet, Virginia with her husband (Unitarian Universalist minister and adjunct Professor of Religion and Political Science) and her daughter (LatinX Admissions Counselor at Washington and Lee University). In her free time, Carol enjoys reading, playing tennis, and walking the many trails in Old Trail.



Julie Thomas

Facilities Management

Julie Thomas is the Occupational Training Manager for Facilities Management. The Occupational Training team works to cultivate staff success by enhancing employees' knowledge, skills, and competencies to create opportunities, while leveraging unique backgrounds and characteristics of all employees to contribute to FM's success and welcoming environment.

Prior to joining UVA, Julie built her career starting in sales, progressing to Sales Management and Training for several fortune 500 companies. Always interested in developing teams and positively impacting her environment, this opportunity with UVA combines her passion for developing people with her purpose of leading change. Described as a connector, Julie is very thoughtful about how to share resources and bring people together that are working toward similar goals. Julie has a BS in Psychology and Master's in Information Technology.

Julie lives in the Shenandoah Valley with her husband and four kids. When they are not busy with a renovation project they love traveling anywhere near beaches, playing sports, and gathering with their huge extended family.



Justin Vesser

UVA Health

Justin L. Vesser, PharmD, MS is the Director for Ambulatory Pharmacy Services at UVA Health. He oversees operations for UVA Health's community pharmacy enterprise, consisting of seven retail pharmacies dispensing more than 350,000 prescriptions annually. Vesser also oversees UVA Health's groundbreaking Meds to Beds prescription delivery program, a leader in health system transitions of care programs.

In 2020-2021, Vesser had the opportunity to lead operations for UVA Health's COVID19 vaccine efforts. An interdisciplinary team organized three separate mass vaccine clinics over six months, administering more than 123,000 doses to health system employees and the community at large.

Vesser earned his PharmD degree at the Samford University McWhorter School of Pharmacy in 2010. He attended Virginia Commonwealth University for post graduate studies and earned his Master's of Pharmaceutical Science degree in 2018 with a focus on pharmacoeconomics and health outcomes. Vesser attended the Pharmacy Leadership Institute at Boston University's Questrom School of Business in 2017.

He lives in Earlysville, Virginia with his wife Amy and three children Jack, Jay and Jesse.



Ashley Watkins

College of Arts & Sciences

Ashley is the Department Finance and Administration Manager for the University of Virginia Economics Department. During her 13-year tenure at the University, she has held various roles for both the UVA Health System as well as the UVA Academic Division.

In her current role some of her responsibilities include the development and management of a departmental budget that totals more than 8 million dollars; oversight of all departmental financial operations; oversight of all departmental personnel and academic related needs; and the supervision of the Economics Department administrative team.

Ashley has a Bachelor of Arts in Sociology and African American Studies from the University of Virginia and a Master of Arts with Distinction in Human Services from Liberty University.

In her free time Ashley can be found knee deep in patterns and fabric, sewing gorgeous clothing for her family, or traveling and spending time with her husband Orlando and their two children Chalais and Xavier.

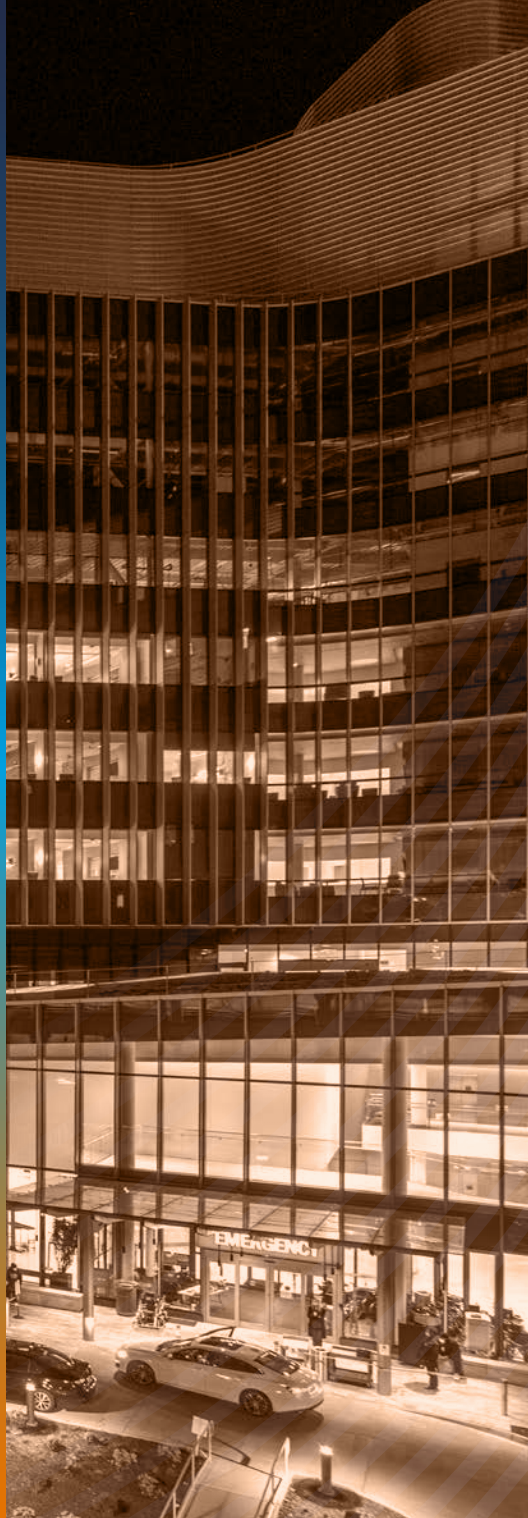


Michelle Palma Zometa

School of Continuing and Professional Studies

Michelle has worked with UVA's School of Continuing Studies (SCPS) since March 2008 when she started as a program assistant serving the school's student population for the school's personal enrichment, partnership programs, and business and professional studies certificates. Michelle later joined the dean's office where she transitioned into the role of administrative assistant to the associate dean of academic programs and student services. She currently is the executive assistant to the dean and helps in the areas of academic quality, communications, new program development, and student services.

In her personal life, Michelle enjoys visiting South Florida beaches with her family where she grew up.





COHORT VII & VIII MENTORS



The
Cornerstone
Program

Megan Barnett

Provost's Office

Melody Bianchetto

UVA Finance

Mary Brackett

Organizational Excellence

Veronica Brill

UVA Medical Center

Althea Brooks

University Advancement

Penny Cabaniss*

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Pam Cipriano

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Tab Enoch*

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Darden School of
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Barbara Millar

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Justin Vesser*

UVA Medical Center

Blake Watson

Facilities Management

Anda Webb

Provost's Office

Lily West

UVA Alumni Association

Nicole Woods

Karsh Institute

*former Cornerstone Program participant

INTRODUCING COHORT VIII

Addie Coe

UVA Finance

Alexa Jeffress

School for Continuing and Professional Studies

Amber Reichert

Library

Becky Worthington Sowers

McIntire School of Commerce

Ben L. Chisler

Information Technology Services

Caterina Eubanks

College of Arts & Sciences

Cristina Lopez-Gottardi Chao

The Miller Center

Dana K. Hodges

Facilities Management

Danielle Griggs

UVA Medical Center

Demetrice Baskerville

Student Affairs

Devon Bloxsom

UVA Medical Center

Erica Wheat

UVA Human Resources

Ericka Rogers

Facilities Management

James Bland

School of Engineering and Applied Science

James Cathro

Batten School of Leadership and Public Policy

Janelle Jennings

McIntire School of Commerce

Jarrad Reiner

College of Arts & Sciences

Jeffery C. Smith

Student Affairs

Jennifer Heckman

Facilities Management

Jess Wilk

Department of Athletics

John Mastrandea

UVA Human Resources

Julia Lapan

School of Engineering and Applied Science

Kathryn Surchek

Darden School of Business

Kelly Reinhardt

UVA Advancement

Kristie Wood

Darden School of Business

Leah Gould

School of Law

Leon Henry

UVA Medical Center

Melynda Zarzyski

UVA Human Resources

Misty Parsons

UVA Foundation

Reggie Leonard

School of Data Science

Rob Dunnenberger

President's Office

Rosie Johanson

School of Medicine

Sasha Monty

UVA Advancement

Stacey Trader

College of Arts & Sciences

Tara Dakolios

School of Nursing

Tiffany Tolson

School of Education and Human Development

Unique Braxton

School of Engineering and Applied Science

THE CORNERSTONE PROGRAM

SUCCESSION DEVELOPMENT

8

past participants
are **CURRENT MENTORS**

39%

of past participants
now have an
INCREASED role or responsibility

245

PARTICIPANTS
in 8 years of
the program

73%

FEMALE
participants

12 UNITS
& **11** SCHOOLS
are in the cohort

By the end of the program,
the majority of participants
say they have an **INCREASED**
CONFIDENCE LEVEL in their
ability to **Solve Problems, Foster**
Innovation, and Drive Change.