

THE **CORNERSTONE** **PROGRAM**

Succession Development **Cohort III Graduation and Cohort IV Kickoff**

Tuesday, September 21, 2017

9:00 - 11:00 A.M.

Newcomb Hall Ballroom



Center for

LEADERSHIP EXCELLENCE

The Cornerstone of Leadership



AGENDA

Welcome

Carolyn Cullen, Learning & Development Manager,
Center for Leadership Excellence

Impact Statement

Chris Schooley, Senior Project Manager, UVA Foundation

Opening Remarks

Pamela Sutton-Wallace, CEO, UVA Medical Center

Team Project Presentations

Please hold questions for the Project Showcase

Closing Remarks

Tom Katsouleas, Provost

Final Comments

Carolyn Cullen

Project Showcase

P 1 **P 2**

P 3 **P 4**

P
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P
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P
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P
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CAC*

*Cornerstone Alumni Community

PROJECT SUMMARIES

PROJECT 1

University Advancement: Faculty/Staff Campaign Study

Leslie M. Booren, Jerilyn Teahan

Sponsor & Point Person: Amy Yancey

This project involved gathering information and making recommendations about a potential UVA faculty and staff fundraising campaign, where members of the UVA community would be asked to give to the University. When gathering information, we reviewed recent literature and interviewed advancement leaders at seven other institutions similar to UVA. We also interviewed stakeholders in the UVA advancement community, including the recently retired Senior Vice President for Advancement. To learn more about what may work at UVA, we held a focus group with the Staff Senate Executive Committee and surveyed members of the Faculty Senate; we also solicited information about past and current efforts from chief development officers in each of the schools. We synthesized this information, including best practices from other universities, limited historical information about faculty/staff fundraising at UVA, and employee feedback about the possibility of being asked to give to the University. After analyzing the data, we provided recommendations for University Advancement leaders to consider based on desired outcomes and available resources.

PROJECT 2

UVAFinance: Empowering Staff with Business Analytics Training

Brian Davis, Allison Gillam, Matt Jenkins, Alfredo Lopez, Charles Rush

Sponsor: Melody Bianchetto, Point Person: Disha Venkatesan

This project involved investigating a replicable process for creating training courses for staff in the face of changing business systems, utilizing the University's internal resources of excellent staff, faculty, and funding for training. We focused on a business analytics course for UVAFinance that could prepare staff to use new tools, e.g. University Business Intelligence, to ask new questions and make better decisions. We interviewed stakeholders, discovering that there was a University-wide interest in and need for business analytics skills. We partnered with UVAFinance and the School of Continuing and Professional Studies to create a four-day class over two weeks focusing on analytical methods, data modelling, and data visualization that will train its first cohort of 24 in Spring 2018.

PROJECT SUMMARIES

PROJECT 3

Sustainability: Reduce, Reuse, Recycle

Christopher Reinicke, Jennifer Roper, Disha Venkatesan

Sponsor: Facilities Management Sustainability Council, Point Person: Mark Stanis

This project involves reimagining how the University recycles a wide variety of items and making recommendations for a marketing campaign that promotes the logic of Reduce, Reuse, and Recycle. We worked with Facilities Management and Finance to analyze the short falls in the current state of surplus. Our goals are to reduce the flow to landfill, bring visibility to the issue and to foster a sustainability focused mindset for purchasers. We participated in conversations to map future processes to streamline and standardize work using multiple systems including surplus management software. We are working with the Sustainability Council and University Communications to determine branding possibilities that would identify a revitalized surplus store as integral to the University's sustainability campaign. We recommended a marketing campaign to begin with a soft launch to University staff and departments and then to broaden to the student and general community.

PROJECT 4

UVA Health System: Enhancing the Patient Experience

Erika Herz, Michael Franco, Anne Justis Lesko, Stacy Smith

Sponsor & Point Person: Bush Bell

Our project focused on understanding how to ensure that patients have a seamless experience from the time they make an appointment to the time they arrive for care in UVA's 80 clinics. Information regarding their office visit needs to be clear and accurate, all the way down to which elevator to take, yet currently gaps exist. We met with stakeholders in the Facilities Management, IT, Marketing, and EPIC/Cadence system teams, and with clinic staff. Our goal was to help identify a process by which all of these groups could contribute to a seamless patient experience by globally communicating clinic moves, construction impacts, and map or signage changes, leading to patient appointment letters being 100% precise and understandable. Our recommendations include adding a staff coordination function to oversee this process, as well as securing SIF funds to develop a complementary technology solution.



PROJECT SUMMARIES

PROJECT 5

Bicentennial Celebration: Recognizing UVA Staff Contributions

Howie Avery, Gene Crouch, Jennifer Hale, Julia Monteith

Sponsor & Point Person: Kari Evans

This project involved reaching out to the University of Virginia's ten (10) Major Business Units to gather examples of unique University Staff contributions between 1817 to present. With little to no comprehensive history existing on University Staff contributions over the past 200 years, our team met with several UVA key figures to gather thoughts on the project, provide guidance where needed, describe historical UVA Staff stories/examples, and suggestions on other possible sources of information. In an effort to keep the celebration of University Staff as interactive as possible for the end user, our team developed an online digital platform that allows end users to navigate by MBU through the past 200 years of contributions. We have built an initial 30 stories and the platform will continue to get added to over the two year period of the Bicentennial Celebration.

PROJECT 6

Institutional Assessment & Studies: Assessing Climate on Grounds

Christopher Elliott, Erin Hughey-Commers, Glenda Notman, Juliet Trail

Sponsor & Point Person: Christina Morell

This project involved a thorough review of UVA population-wide surveys assessing "campus climate" on Grounds, particularly focusing on climate related to diversity and inclusion across populations of undergraduate and graduate students, faculty and staff. We identified both common definitions and best practices in this area across the country to inform our inquiry, and met with key stakeholders across Grounds who either manage or utilize these data sets. We found notable inconsistencies in data available across these various populations, and therefore propose a population-wide survey with a common core set of questions pertaining to climate on Grounds. We determined that SERU offers a reasonably robust set of climate questions that could be asked across all UVA populations. We further propose assembling a University-wide steering committee to manage the climate survey design and maximize its data utilization moving forward.

PROJECT SUMMARIES

PROJECT 7

Career Planning for Women at UVA

Bethany Hurley, Bree Knick, Chris Schooley, Jessica Hurley Smith

Sponsor: Abby Palko, Point Person: Leigh Ann Carver

Our project's objective was to explore, on behalf of the Women's Center, how career planning services targeting women students could be enhanced at the University, who would be involved in such efforts, and how alumnae in particular might be engaged. We met with Women's Center and Career Center staff to get a sense of the current landscape, and then developed a survey asking alumnae and current women students about services they used and what additional programs might have been helpful. Responses from 230 survey participants provided useful data around services considered helpful and those that might be lacking, and highlighted the importance of engaging women students with these services as early as possible. Among our recommendations, we suggested coordinated Women's Center/Career Center programming, enhancement of mentorships, and development of a seminar series featuring faculty and alumnae.

PROJECT 8

UVA Work/Life Programs

Seth Matula, Dave Stebbins, Andrea Trimble

Sponsor & Point Person: Jill Rockwell

There is ample national research that indicates that employees with work-life balance and fewer personal stressors are more productive at work. This project identified a need at UVA to more fully support employees at the inevitable times in their lives where flexibility is needed, be it for child care, elder care, parental leave, military leave, relocation, retirement, spousal employment, or other circumstances. After reviewing work/life programs at peer universities, documenting existing work/life resource websites at UVA, as well as reviewing previously-drafted, robust Work/Life Coordinator proposals written by UVA's FEAP, the team is advancing forward the recommendation that UVA: 1) Establish a consolidated work/life program, including a full-time coordinator. This would have positive employee impacts, but also could be financially justified through enhanced talent recruitment and savings on employee retention costs, and 2) Consolidate work/life resources into a centralized location, with the benefit of streamlined updates and increased visibility.



Howie Avery

*Senior Director, Principal and Major Gifts
Darden School of Business*

Howie brings fifteen years of Advancement experience to Darden. He has a proven track record in fundraising and campaign leadership, personally securing a significant number of seven and eight figure gifts at the law school and business school at the University of Tennessee including, at the time, the two largest gifts in each college's history. Howie began his advancement career at the Moody College of Communication at The University of Texas at Austin, followed by the Haslam College of Business at the University of Tennessee, and almost nine years with the University of Tennessee College of Law. Howie holds a MEd from the Fulton College of Education at Arizona State University and a BS in Business from the Haslam College of Business at the University of Tennessee.



Leslie M. Booren

*Managing Director, EdPolicyWorks
Curry School of Education*

Leslie is the Managing Director of EdPolicyWorks, a research center jointly supported by the Frank Batten School of Public Policy and Leadership and the Curry School of Education. She is responsible for all administrative operations for EdPolicyWorks including coordinating events and marketing, academic operations, and the related fiscal, budget and human resources processes. Leslie also manages the Virginia Educational Sciences Training (VEST) Program, a pre-doctoral fellowship program with 25+ fellows and 40+ faculty from education, economics, sociology, and psychology departments at UVA. Finally, Leslie also organizes the Summer Undergraduate Research Program (SURP), a 10-week program for underrepresented populations to gain valuable research and professional development experiences at UVA. Leslie was the Curry Outstanding Staff awardee in 2015 and was one of the UVA Leonard Sandridge awardees in 2017. She received her Master's at Washington State University, her Bachelor's from the University of Minnesota, and holds an IOM, Institute of Organizational Management, certification for 95+ hours of non-profit management from the United States Chamber of Commerce.



Gene Crouch

*Assistant Director of Debt Management
Office of the Treasurer*

Gene works in the Office of the Treasurer as the Assistant Director of Debt Management. He is responsible for all debt related activities at the University including the long-term debt portfolio, commercial paper issuance, and derivate activities. He is also responsible for the day to day operations of the University's Internal Bank. Over his 15 year career at UVA he has worked in the University's Budget Office, Facilitate Management, and Central Accounting. Prior to joining the University in 2001, Gene spent 2 years at SNF Financial. At SNL he was responsible for the financial analysis of over 50 financial services companies. Gene received his B.S. in Finance and Marketing from Ferrum College an MBA from Averett University.



Brian Davis

*Director of Information Security
University Information Security Office*

Brian is Director of Information Security for UVA's Information Security Office within the CIO's Office. He has worked in information technology at UVA since 1995, with a focus on information security and policy since 2002. Brian served as project manager for UVA's Social Security Number Initiative, a pan-University project highlighted in an EDUCAUSE Center for Analysis and Research case study on data stewardship and risk reduction. He also led the design and implementation of UVA's IT Security Risk Management Program. He supervises data minimization, security awareness promotion and training, security incident response, security and policy consultations and guidance, departmental security liaison activities, and user access provisioning in central IT systems. Brian earned B.A. and M.A. degrees in political science from Emory University. He has presented at various conferences, including EDUCAUSE, EDUCAUSE Security Professionals, MidAtlantic EDUCAUSE, the Virginia Alliance for Secure Computing and Networking, the Commonwealth of Virginia IT Security Conference, and the Association of Collegiate Computing Services of Virginia. Brian lives in Crozet with his wife Louise, who is a professor at Mary Baldwin University, and their two children.



Christopher Elliott

*Assistant Dean of Global Affairs
McIntire School of Commerce*

Chris provides academic oversight of McIntire's Global programs and curriculum and serves as Director of the Center for Global Commerce. He has led student programs through over 20 countries in East Asia, Southeast Asia, Latin America, and Europe, and looks forward to continuing to expand UVA and McIntire's international footprint. Chris serves on curriculum steering committees at McIntire and several Global Affairs committees at UVA. He has taught courses on Business & culture in the United States, Research methods, Leadership strategies, Cultural competence, Gender & violence, and College student development. His scholarly interests include international education, the study of gender and contemporary masculinities, and the positive psychology of college students ("Thriving on Campus"). A science teacher by early training, Chris earned his B.A. in Biology and an M.Ed in Science Curriculum & Instruction from the University of Delaware. After a decade in higher education administration, he completed a Ph.D. in Education from the Curry School at UVA. Chris lives in Crozet with his partner Sarah (Assistant Dean at Darden) and their daughter, Sedona.



Michael A. Franco

*Division Administrator, Department of Surgery
UVA School of Medicine*

Michael joined the University of Virginia in 2012 with more than 30 years of Operations and Executive Management experience, and is currently the Division Administrator for the Department of Surgery. A transplant from Long Island New York, Michael cut his Technical Engineering and Operational teeth early with corporate giant General Electric. As an MBA, and past VP and Director of Operations for an International Engineering Corporation, he is an Operations and Administrative Professional with extensive experience in International Business and Corporate Development, Strategic and Operational Financial Planning, and Project and Business Systems Management. Michael and his lovely wife Lisa reside in Albemarle County and are proud parents of two wonderful children, Jordan Elizabeth (14) and Andrew ('Drew') Robert (12).



Allison Gillam

*Director of Investment Operations
UVA Investment Management Company*

Allison currently serves as the Director of Investment Operations at UVIMCO, and is responsible for overseeing all investment accounting, operations and reporting. Prior to joining UVIMCO in 2012, Allison was a portfolio accountant at AEW Capital Management in Boston. Previously, she worked as an auditor at KPMG, primarily in Boston. During her time at KPMG, she completed a one-year rotational program in KPMG's Department of Professional Practice (national office) in New York City, assisting in the development of firm guidance on emerging technical accounting and audit issues. Allison graduated from the McIntire School of Commerce with a B.S. in Commerce with Distinction and an M.S. in Accounting. She is a Certified Public Accountant, licensed in the Commonwealth of Massachusetts. She lives in Richmond with her husband and young son.



Jennifer Hale

*Director of Budget & Special Projects
UVA Finance*

Jennifer joined the University of Virginia Finance team in 2014. She currently serves as the Director of Budget & Special Projects in the Office of Financial Planning & Analysis. In this role, she is responsible for developing, maintaining and analyzing the University's annual budget and multi-year financial plan, including reviewing tuition & fees and projecting revenues. She is also responsible for maintaining the University Financial Model (UFM), and works with schools and units to provide tools and guidance for managing operations in the new model format. Prior to joining the University, her career was focused on various operational finance and financial planning & analysis roles. She worked at GE Intelligent Platforms as the Manager of Finance for the Controls business, and as the Global Financial Planning & Analysis Manager for the Software business. She also worked for Emerson Appliance Motors as the Global Finance Manager. She holds a B.B. A. in International Finance & Marketing from the University of Miami, where she also minored in Economics and an M.B.A. from the Olin School of Business at Washington University.



Erika Herz

*Director of Research and Intellectual Capital
Batten Institute, Darden School of Business*

Erika is Director of Research and Intellectual Capital at the Batten Institute for Entrepreneurship and Innovation. The mission of the Batten Institute, which operates within UVA's Darden School of Business, is to create knowledge about the transformative power of entrepreneurship and innovation, and to cultivate principled, entrepreneurial leaders. Erika leads the Batten Institute's research programs and academic conferences, related publications for academic and business audiences, and major events such as the Jefferson Innovation Summit and the Global Innovators' Roundtable. Current research projects include *Cities Innovating Tomorrow's Entrepreneurial Ecosystems* and *Business Innovation and Climate Change*.

Erika was formerly the Associate Director of Sustainability Programs at Darden, and Managing Director of the Alliance for Research on Corporate Sustainability (ARCS), a 23-university consortium. Before Darden, Erika worked as the Sustainability Manager at UTC Power, a business unit of United Technologies.

Erika holds a B.A. from Wellesley College and an MBA from the Darden School of Business. She also is a graduate of Charlottesville's Center for Nonprofit Excellence Board Development Academy. For five years she served as Board Chair for Better World Betty, which helps businesses and homes take easy sustainability steps, and is in her 9th year as an officer of the Greer Elementary School Parent Teacher Organization.



Erin Hughey-Commey

*Associate Director of Gift Planning
University Advancement*

Erin recently joined the University Advancement Office of Gift Planning as Associate Director of Gift Planning. Previously she served as Associate Director of Development for the UVA School of Nursing, staffing the Parents Council and raising major gifts. Erin began her advancement career at Piedmont Virginia Community College, where she started a scholarship program and directed career programming for PVCC's youngest students. She has a M.Ed. from the Curry School of Education and is currently a student in the Ed.D. in Higher Education program at Curry. Erin enjoys playing outdoors, writing, travel, and spending time with her family.



Bethany Hurley

*Assistant to the Vice President for Advancement
University Advancement*

Bethany currently serves as assistant to the vice president for advancement at the University of Virginia. She manages various initiatives that benefit the UVA Advancement Community, including staffing the Board of Visitors Advancement Committee; overseeing the gift agreement process; and coordinating the Council of Foundations, a group consisting of representatives from seventeen fundraising foundations and units across Grounds whose purpose is to share best practices and foster collaboration. Bethany has been a member of the University Advancement team since she came to UVA in the fall of 2011. Previously, she taught as an adjunct instructor in Spanish at James Madison University. Before moving to Virginia in 2009, she worked for Equality Now, an international women's rights organization headquartered in New York City. In her last full-time role with Equality Now, Bethany served as deputy director and managed operations in coordination with programmatic offices and organizational/activist partners around the world. Hailing originally from southeastern Kentucky, she enjoys traveling, watching film, and partaking of the abundant local food offerings with her husband.



Matthew Jenkins

*Director of Pharmacy for Acute Care Services
UVA Medical Center*

Matt has been working in health-system pharmacy for the past decade, beginning at Mobile Infirmary in Mobile, Alabama as a volunteer during high school and continuing while he was in pharmacy school until he graduated from Auburn University's Harrison School of Pharmacy in 2009. Following his PharmD degree, he completed his PGY-1/PGY-2 Health-System Pharmacy Administration Residency at UPMC Health-System from 2009-2011, where he also completed his Master's Degree in Health-System Pharmacy Administration in 2010. In 2011, he joined the leadership team at University of Florida Health - Shands Hospital as Pharmacy Operations Manager for Central Pharmacy and Automation. In 2013, he became Assistant Director of Clinical Operations overseeing the expansion of clinical services, implementation of bedside barcode scanning, and expansion of Epic systems. In a move to get closer to his wife's family, he accepted a position on the pharmacy leadership team at the UVA Health System, overseeing pharmacy operations. In 2016, Matt accepted his current position of Director of Pharmacy for Acute Care Services, responsible for clinical services, operations, and informatics/clinical decision support.



Bree Knick

*Associate Director, Construction and Project Services
Facilities Management*

Bree, an alumna of the University of Virginia School of Engineering and Applied Science, began her career in construction after graduating in 2002. She worked in Northern Virginia with Whiting – Turner Contracting as an Assistant Project Manager until 2005 when she moved back “home” to Charlottesville. At that time she joined the Health System Facility Planning and Construction Group as a Senior Construction Manager. Bree managed capital construction projects for Facilities Management for the next 9 years. Notable projects include The Claude Moore Nursing Education Building, Emily Couric Clinical Cancer Center, Hospital Bed Tower Expansion and Lee Street Connective Elements. In 2014 Bree moved into the role of Associate Director for Construction with Project Services. Currently she leads a team of construction professionals managing over 40 million dollars of work annually for the University of Virginia. In her private time she enjoys spending time with her husband and two sons on their piece of family land in Barboursville, Virginia.



Anne Justis Lesko

*Senior Human Resources Generalist
School of Engineering and Applied Science*

Anne currently works in the Dean’s office in the School of Engineering and Applied Science as the Senior Human Resources Generalist for the School. She works with all departments and units to address any HR needs that arise, from recruiting to retirement needs and she’s excited to be part of the OneHR model designed by fellow HR practitioners at the University.

Prior to Engineering, she worked in HR in the Dean’s office for the School of Medicine, helping with the full life cycle of clinical faculty, including acting as a liaison between both the School and the University Physicians Group as clinical faculty are dually employed between the two entities. Prior to working at the School of Medicine, she worked as the Leave Specialist for the UVA Medical Center HR department, helping employees and managers navigate leave and disability accommodation needs.

In the private sector, she worked as the Assistant Vice President of Human Resources and Sales Resources Coordinator and Trainer at Davenport & Company, LLC in Richmond. Along with being the main point of contact for all on boarding and benefit questions, she was responsible for extensive, concierge on-boarding for highly sought after recruits.

Outside of work, she is busy with two small children, Henry and Virginia, who, much like their parents, thoroughly enjoy caring for and showing hunter show horses.



Alfredo Lopez

Manager of Outpatient Imaging Services, Department of Radiology and Medical Imaging, UVA Health System

Alfredo has been around healthcare for the majority of his life. He moved to the United States from Lima, Peru when he was 4 years old, and his parents both worked in the local hospital. As a young teen, Alfredo volunteered at the hospital, making charts for outpatient surgery and developing film in radiology. It was during this time he began developing a passion for the healthcare industry.

Currently, Alfredo is the Manager of Outpatient Imaging Services for the Department of Radiology and Medical Imaging at UVA Health System. He began working at the Health System in 2006 as a Nuclear Medicine Technologist. Alfredo earned a Bachelor's of Science in Nuclear Medicine Technology from Old Dominion University, a Master's in Business Administration from Averett University, and is a Certified Radiology Administrator through the Medical Imaging Management Association.

Notably, Alfredo co-authored a grant proposal and was subsequently awarded the grant to implement a children's educational program for MRI. Alfredo is passionate about finding ways to reduce anxiety and stress on pediatric patients and their families.

In his free time, Alfredo enjoys playing the drums and playing ice hockey at the local ice rink. He lives in Crozet, VA with his wife, Lindsay, and their two daughters, Sophia and Olivia.



Seth Matula

*Business Administrator, Department of Chemistry
College of Arts & Sciences*

Seth is currently the Business Administrator for the Department of Chemistry in the College and Graduate School of Arts & Sciences. Seth has worked for UVA since 2001 when he became the Business Manager for the Cardiovascular Research Center in the School of Medicine. Over his 15 years at the University, he has worked for the VP for Research and the Dean of A&S as well. Seth and his wife, Tisha, have three kids ages 14, 11 and 7.



Julia Monteith, AICP, Leed BD + C

*Senior Land Use Planner
Office of the Architect*

As a professional planner, Julia, specializes in the planning and stewardship of campus environments. Trained as both an architect and a landscape architect, her focus is on integrated planning and design, particularly in the realm of sustainability. She is skilled in collaborating with project teams and leading decision-making among diverse client groups and stakeholders. Julia has extensive experience in developing complex strategies for land use, urban design, and precinct level plans addressing major institutions across the United States and is currently the Senior Land Use Planner for the Office of the Architect. She previously worked as a private consultant with Sasaki Associates and as a campus planner at UC Berkeley.



Glenda Notman

*Administrative Supervisor, Departments of Classics
and Philosophy, College of Arts & Sciences*

I fell into higher education administration after running into a friend from high school. She knew of a position coming open and encouraged me to apply. The position managed an off-site distance graduate program for the University of Oklahoma. For my own development, and to understand the student experience, I enrolled in and completed their Masters of Public Administration program. I fell in love with all aspects of the job but really loved working with and helping students. After my husband's retirement from the Air Force, we decided to move to greener pastures, literally. We left Las Vegas, NV and moved to Charlottesville, VA so that I could pursue a position at the University of Virginia. I worked for two different groups as a temporary employee before accepting a full-time position with the Department of Classics and the Department of Philosophy. I have been with these two departments for about 10 years and still enjoy the challenges of the job and still find helping students as the highlight of my position.



Christoph Reinicke

Chief Systems Engineer

School of Continuing and Professional Studies

Christoph is your typical motorcycle riding, beer brewing, adult learning information technology manager – which unless his satire has completely caught up with him is not typical at all. He strives to learn new technologies and to break down technology barriers for others. Several jobs he has held at UVA over seventeen years have included IT support, data systems engineering and most recently management of information technology (among others). He considers everyone in his department a crucial part of the team due to his results driven focus. He seeks to bring new innovation to the School of Continuing and Professional Studies and collaborate with other like minds around grounds to do the same at an institutional level. Outside of work he is grateful to have a very loving family with four girls and a large black lab. If you would like to contact Christoph his email address is ccr3c@virginia.edu.



Jennifer Roper

Interim Senior Director, Collections Access & Discovery

UVA Library

Jennifer is currently the Interim Senior Director for Collections Access & Discovery for the University of Virginia Library, primarily based in Alderman Library. Prior to joining the University of Virginia Library in 2008, Jennifer provided cataloging for circulating collections and initiated the rare book cataloging program at North Carolina State University, cataloged rare books and processed manuscripts at Wake Forest University, and established metadata standards as the inaugural metadata librarian at the University of Maryland. Jennifer has a B.A. in History from the University of California, Santa Barbara, and an M.S. in Library Science from the University of North Carolina at Chapel Hill.

A self-proclaimed “serial reorganizer”, Jennifer is committed to innovative approaches to organizational structures, workflows and the use of technology to enhance and expand intellectual access to information resources. She also enjoys playing a role in others meeting their professional goals, whether as a supervisor or mentor to staff or as a mentor to new librarians in the American Library Association. When not at work, Jennifer is living an eventful and enjoyable life with her family in Crozet.



Charles Jay Rush

Director of Finance and Budget

Frank Batten School of Leadership and Public Policy

Charles serves as the Director of Finance and Budget for the Frank Batten School of Leadership and Public Policy. His background includes seventeen+ years of experience in finance, budget, human resources, accounting, and management in higher education. Prior to joining the Batten School, Charles served as the Director of Operations and Business Services for UVA's Office of the Dean of Students, where he was responsible for managing the division's finances and facilities, developing and executing multiyear strategic plans, and leading a team of eleven employees. Charles is actively engaged in UVA's efforts around managerial reporting and budgeting, including serving on advisory and implementation committees. He's also a member of the National Association of College and University Business Officers (NACUBO). He serves as the Director of Christian Education and Music Ministry for his local church and mentors youth groups. Charles graduated from the University of South Carolina with a B.S. in Mathematics and earned an M.B.A. from Nova Southeastern University. Charles and his wife, Alissa, live in Augusta County with their five daughters.



Chris Schooley

Senior Project Manager

UVA Foundation

Chris is a Senior Project Manager for the University of Virginia Foundation. He joined the Foundation in November of 2011 and provides management of the Foundation's development projects, including the UVA Research Parks, Boar's Head Complex, property rezoning and entitlements, and master planning efforts. He has and continues to manage the design and construction of state-of-the-art facilities such as the McArthur Squash Center, numerous Class A office buildings, hospitality capital projects, and historic renovations. Chris' experience prior to arrival at the Foundation includes ten years of private sector in real estate development, landscape architecture and planning work across the mid-Atlantic region. Chris has an undergraduate degree in Landscape Architecture from Virginia Tech and holds a Master's of Environmental and Urban Planning from the University Of Virginia School Of Architecture. Chris and his wife Therese first met as toddlers in nursery school and currently live in Augusta County on the family farm with their three children James, Catherine and Graham.



Jessica Hurley Smith

*Director of Capital and Facilities Planning
School of Medicine*

Jessica is the Director of Capital and Facilities Planning at UVA's School of Medicine, with fifteen years of architectural design, space planning, and construction management experience. Being passionate about institutional strategic planning, Jessica has worked over the last year with her UVA colleagues, leadership, faculty and staff to develop a Health System specific, integrated space plan that will guide capital investments for the next ten years. She has been serving UVA in variety of roles since 2006, senior space manager, senior review architect, and construction administration manager.



Stacy Smith

*Director of Carr's Hill Events,
President's Office*

Stacy was born and raised in Virginia Beach. She earned her undergraduate and master's degrees from James Madison University. Shortly after graduation she moved to Charlottesville to begin working in UVA's Intramural-Recreational Sports Department as the Assistant Facility Manager of the Aquatic and Fitness Center. In the summer of 2007, Stacy began working in the President's Office. She currently serves as the Director of Carr's Hill Events. In addition to managing events at the President's home, Stacy manages the social media accounts for the Office of Major Events (@UVA_Events) and is part of the small team responsible for the planning/execution of various University-wide events, with graduation weekend being the most notable. Outside of work, Stacy enjoys attending UVA sporting events, photography, and yoga.



Dave Stebbins

*Manager of Business Development
University Physicians Group*

I am from Charlottesville and love what this community has to offer. I attended Johnson & Wales University, in Providence Rhode Island, where I received a degree in Culinary Arts and Culinary Nutrition. I complete my dietetics training at The University of Virginia and have been a Registered Dietitian since 2005. I have worked as a clinical dietitian at both the medical center and was the manager of nutrition services and the clinical nutrition department at Martha Jefferson. In 2011 I completed my MBA at James Madison University. I then transitioned into operations at Sentara MJH and managed several practices for the medical group. In 2014 I came back to the university and joined the Physicians Group as an analyst for the clinical practice group. In 2015 I helped establish a new department and became the manager of business development.

Outside of working in finance, I give back to this community by chairing the United Way's community health committee and am on the board. I also work with the PB&J club as a culinary instructor. I have two children, 10 and 14, who are very active in sports and I coach my son's soccer team. When there is any free time I enjoy hiking, yoga, and cycling in the surrounding mountains.



Jerilyn Teahan

*Executive Director of Operations Communications
Office of the Executive Vice President and Chief Operating Officer*

Jerilyn is the Executive Director of Operations Communications, supporting the Office of the Executive Vice President and Chief Operating Officer (EVP-COO) and providing resources and strategic guidance to units across the Operations portfolio. After earning a B.A. in Journalism from Washington and Lee University and starting a career in higher education at her alma mater, she earned an M.Ed. from the Curry School at UVA. Following three years in University Advancement, Jerilyn spent more than 14 years in the President's Office before moving to the EVP-COO office in November 2014. She has been fortunate to take on a wide variety of assignments related to speechwriting, editing, fundraising, stewardship, major events, and strategy development and execution during her 20 years at UVA. Throughout her career, Jerilyn has drawn on her communications skills and the relationships she cultivates to bring both internal and external stakeholders together around ideas that advance the University's mission. Jerilyn's husband, John, is also a long-time UVA employee and is currently Associate Dean for Administration in the School of Nursing. They frequently bore their two children by discussing work at the dinner table.



Juliet Trail

*Managing Director
UVA Contemplative Sciences Center*

Juliet is Managing Director of UVA Contemplative Sciences Center, where she helps manage center projects and initiatives: a wide variety of efforts spanning UVA's 11 schools, involving research, teaching and practice that contribute to wholeness and wellbeing. She also focuses on faculty engagement programs connecting faculty with contemplative and reflective pedagogies. She is instructor of NUIP/RELB3030, Mindfulness & Compassion: Living Fully, Personally & Professionally. She serves on the steering committee for UVA Dialogue Across Grounds.

Prior to joining CSC, Juliet was Director of Assessment and Special Assistant to the Dean of Arts & Sciences (2012-2016), where she helped to develop and launch the Directors of Diversity & Inclusion initiative for faculty across A&S departments. She joined UVA in 2004, also working as Dean's Office Special Assistant (School of Medicine) and Research Assistant (Center for Diversity in Engineering). She holds a PhD in Higher Education from UVA (Curry). Her dissertation, "Network Enablers: Exploratory Study of High Goal-Enabling Professionals in Higher Education," researches emotional and social competencies of individuals in academic networks with strongly and consistently empowering impacts on people and projects around them.



Andrea Trimble

*Sustainability Director
Facilities Management*

Andrea is Sustainability Director at UVA and has been a leader in higher education sustainability initiatives for over a decade. Her team is responsible for partnering and collaborating with UVA's schools, units, and departments to engage our community, steward resources, and discover ways to improve Grounds and beyond for generations to come, across topics such as greenhouse gas emissions, energy, water, materials, and food. Prior to UVA, Andrea managed Harvard University's sustainable building program, was adjunct faculty for design and sustainability courses, and worked in architecture, historic preservation, and sustainability consulting fields. Andrea is a member of the Association for the Advancement of Sustainability in Higher Education (AASHE) STARS Steering Committee, the AASHE Advisory Committee, and the Better Buildings Alliance Higher Education Sector Group Steering Committee. She also serves on the Board of Directors for two local nonprofits - City Schoolyard Garden and the Local Energy Alliance Program (LEAP). Andrea holds a Bachelor of Architecture from Virginia Tech, a Master of Liberal Arts in Sustainability and Environmental Management from Harvard University Extension School, and a Master of Science in Historic Preservation from Columbia University.



Disha Venkatesan

*Director of Administration and Strategic Initiatives
UVA Finance*

Disha is the Senior Director of Administrative Services Group for UVAFinance. She manages a team of about 20 individual contributors who work as a team to meet UVAFinance's collective needs for HR, space and renovations, purchasing, records management, local area support, ad-hoc application development. She also manages UVAFinance budget.

Disha began her career as an Engineer. She then did her MBA and has worked 14 years in the industry in analytics and finance roles for companies like The Hartford, Circuit City and SNL (now S&P Global). She joined UVA after finishing her MPP at the Batten School of Leadership and Public Policy in 2014. In 2017, she assumed her current position.



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NOTES: