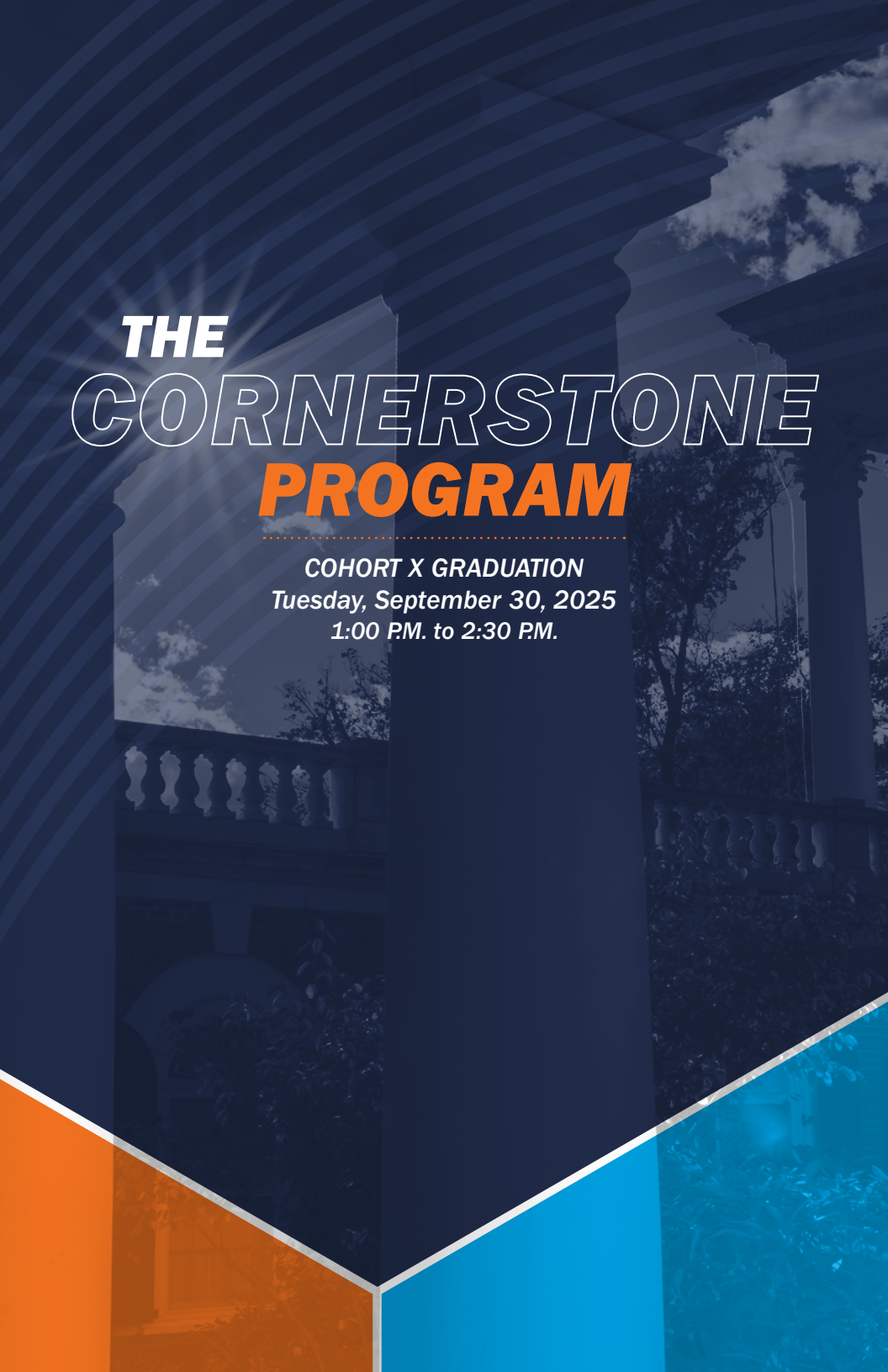




THE **CORNERSTONE** **PROGRAM**

COHORT X GRADUATION

Tuesday, September 30, 2025

1:00 P.M. to 2:30 P.M.

WELCOME

CAROLYN CULLEN • Director of Talent Management, UVA Human Resources

OPENING REMARKS

PAUL MAHONEY • Interim President

IMPACT SPEAKER

MARGARET WALTER • Associate Director, Education Abroad, Office of the Provost

TEAM PROJECT PRESENTATIONS**FINAL REMARKS**

JENNIFER “J.J.” DAVIS • Executive Vice President and Chief Operating Officer

CLOSING MESSAGE

CAROLYN CULLEN





PROJECT **1**

Connecting UVA Employees with Public Service Roles

SPONSOR ORG: Office of the Executive Vice President and Provost

PARTICIPANTS: Kayla Calvo, Pierce Coughter, Nate Hixson, Andrea Kester, Amanda Sebring, Margaret Walter

Aligning with this year's Cornerstone Program theme of servant leadership, this project set out to connect University professionals with Charlottesville nonprofits. Across the University's many budget offices are professionals with the expertise to guide budgets, strengthen boards, and shape the future of local organizations - yet many nonprofits still struggle to fill these vital leadership roles.

Through surveys, focus groups, and data collection, the project explored how University financial professionals are currently serving, what inspires them to get involved, and what barriers hold them back. The result is a framework for a sustainable program that seeks to effectively train and match these skilled individuals with nonprofit leadership opportunities and celebrate their service. By bridging University expertise with community needs, the project aims to strengthen local organizations, empower professionals to make a difference, and deepen the University's commitment to be a Good Neighbor.

If you are interested in connecting with local non-profit organizations who could use your help, please join this team for a Volunteer Fair for UVA team members during Public Service week. The event is a collaboration with the Office of Academic Outreach and will be held on October 7th from 11:30-1:30 in the Commonwealth Room in Newcomb Hall.

PROJECT 2

Frontline Engagement: Elevating Voices at UVA Health

SPONSOR ORG: University Medical Center

PARTICIPANTS: Emily Douglas, Melodye Farrar, Whitney Pippin

This project focused on amplifying the voices of frontline staff at UVA Health through surveys, focus groups, and stakeholder interviews. With over 1,800 responses, the data revealed strong pride in teamwork and meaningful work, alongside calls for improved transparency, recognition, and work-life balance. Staff emphasized the need for equitable compensation, professional growth, and leadership accountability. These insights informed 10 actionable recommendations aimed at fostering belonging, trust, and operational stability. In alignment with UVA's strategic priority to be a best place to work, our team explored increasing peer-to-peer recognition opportunities to strengthen morale, connection, and inclusivity across departments and shifts.

Key recommendations are intended to guide leadership in creating a more respectful, responsive, and supportive environment - one where frontline employees feel heard, valued, and empowered. By centering employee feedback, this project lays the groundwork for meaningful cultural change across UVA Health.

PROJECT 3

ITS Internships for UVA Students

SPONSOR ORG: Information Technology Services

PARTICIPANTS: Alaina Neal, Chad Dotson, Joey Tombs, Julian Carta

ITS currently has a few models for successful internship programs, independently developed by various units. Our team conducted interviews and surveyed ITS managers to compile knowledge from these programs along with UVA HR, Finance, and peer guidance. We produced a report for our sponsors as well as a manager handbook. The handbook will be a living document as ITS grows and matures an internship program to deliver organizational efficiencies and directly contribute to UVA's educational mission.

Key findings include the importance of stakeholder engagement, market research showing high demand for paid internships, and variability in current ITS practices. The report suggests centralizing recruitment, onboarding, and training to enhance consistency and efficiency. Strategies to boost recruitment and retention include diverse promotional channels and encouraging multi-semester participation. Scaling to 30 or more interns yearly is projected to improve cost-effectiveness. Success will be measured using criteria such as productivity, satisfaction, and retention rates.

PROJECT 4

Optimizing Education Benefits

SPONSOR ORG: School of Medicine

PARTICIPANTS: Julie Sara Boyd, Megan Durkee, Alison Morin

This project investigated why UVA's education benefits are underutilized by School of Medicine employees, despite strong engagement in professional development activities. Based on utilization data, the project focused on the usage of professional development benefits among staff members in the School of Medicine. The ultimate goal of the project is to increase engagement and participation in the education benefit program by ensuring that employees understand their options and can easily access and utilize the available support for their professional growth.

To gain further information and insight, the team conducted a series of online and in-person focus groups among three key stakeholder groups: (1) employees who successfully used the education benefit in the last 12 months, (2) employees who had not used the benefit, and (3) managers of employees who successfully used the education benefit. Information from these structured conversations revealed the value of the program among employees and informed a set of recommendations and suggested next steps for increasing usage. These recommendations fall into the following categories: improving communication and awareness; expanding coverage and flexibility (where possible); addressing financial and administrative barriers; and continuing to cultivate a culture that values professional growth.

PROJECT 5

International Scholars

SPONSOR ORG: School of Data Science

PARTICIPANTS: Andrew Sallans, Bob Jones, Jennett Murphy

This project addresses challenges faced by international scholars at the School of Data Science (SDS) and UVA more broadly. These include difficulties navigating local systems and a lack of clarity among staff on how to support them.

The team conducted interviews with scholars and SDS staff, central support units, pivoted based on environmental constraints, and compiled a categorized resource document. This document identifies UVA's decentralized support structure - spanning International Studies Office (ISO), Graduate & Postdoctoral Affairs, HR Immigration Services, and UVAFinance - and highlights the possible duplication of efforts across schools and central support units. The final resource index maps support by population, topic, and stage in the scholar's journey, from pre-arrival to career transitions. It aims to improve access, foster collaboration, and share best practices across units.

Enhancing UVA Ready

SPONSOR ORG: Department of Safety and Security

PARTICIPANTS: Jennie Babcock, Frank Coffman, Jack Doherty, James Fiebert, Sarah Shreckhise

This project aimed to strengthen the UVA Ready safety app as a central tool for campus safety. The app recently launched and experiences fewer than 1,000 downloads. To explore improvement opportunities, the team benchmarked against peer institutions like Virginia Tech and the University of Florida to identify best practices. Follow-up surveys with students and internal stakeholders revealed that most students were unaware of the app.

Based on these insights, recommendations include launching awareness campaigns, integrating the app into orientations and safety drills, simplifying login, enhancing features like geofencing, and building stronger partnerships with student organizations. These efforts aim to increase engagement and embed UVA Ready into UVA's safety culture.

The Art of Democracy

SPONSOR ORGS: Karsh Institute of Democracy

PARTICIPANTS: Carley Bacher, Dane Ferré, Elizabeth Joyner, Katie Manning

This project presents a strategic framework for integrating art into the Karsh Institute of Democracy's new space to reflect Karsh's values of inclusivity, dialogue, and community engagement. It recommends hiring an art consultant and forming a diverse selection committee. Community involvement is central, with a focus on sourcing artwork from UVA-affiliated and local artists and embracing varied perspectives. Our team recommends a policy to ensure consistency in how art is displayed and maintained. The framework encourages multiple artistic media to create a dynamic, accessible environment while being mindful of budget and sustainability. Funding may come from private donations, internal resources, and scalable approaches.

A digital presence is also proposed to showcase art and contributing artists. Drawing on peer benchmarking, this strategy positions art as a core component of Karsh's identity, reinforcing its role as a vibrant center for democratic dialogue and cultural expression at UVA and beyond.

Supplier Engagement

SPONSOR ORG: UVA Finance

PARTICIPANTS: Robert D'Eramo, Hai Yan Dendy, Amanda Fortune, Megan Poole, Dan Shantler

This project sought to strengthen partnerships with local and diverse suppliers, reduce barriers to doing business with UVA, and improve the overall supplier experience in alignment with UVA's "Great and Good" strategic plan. Through focused conversations, surveys, benchmarking, and internal process reviews, the team developed actionable strategies to enhance supplier onboarding, training, communication, and support - all within the context of UVA's decentralized procurement environment.

Key recommendations include clearer onboarding resources, tailored training programs, streamlined communication, and a supplier engagement website upgrade. These strategies are culturally aligned with UVA's flexible, autonomy-driven structure and are designed to be scalable and sustainable.

Building a Leadership Toolkit to Support Neurodiverse Team Members

SPONSOR ORG: UVA Human Resources

PARTICIPANTS: Alicia Cowan-Brown, Shelly Dean, Abby Southerland

Our team partnered with the Faculty and Employee Assistance Program to explore how leaders can better support neurodiverse colleagues. Neurodiversity includes diagnoses such as autism spectrum disorder, ADHD, OCD, and sensory integration disorder. Team members with these differences bring tremendous creativity and skill, yet many find our work environments challenging.

By speaking directly with UVA colleagues, reviewing the literature, and learning from peer institutions, we identified practical steps that leaders can take, like offering clear communication, access to low-stimulation spaces, and coaching support.

Key recommendations include creating online learning modules, providing curated resources, and encouraging leadership development opportunities focused on neurodivergence and the Americans with Disabilities Act. Supporting neurodiverse team members isn't just the right thing to do - it helps everyone thrive. When everyone is able to work in environments that fit their needs, their creativity shines, and our UVA community grows stronger.

PROJECT 10

Shaping Citizen Scholars

SPONSOR ORG: School of Architecture

PARTICIPANTS: Ashley Wade, Christina Deane

This project examined how the School of Architecture (A-School) could formalize and strengthen its approach to community engagement. While faculty and students are already active in meaningful local partnerships, there is no consistent pathway that connects these opportunities to the curriculum.

To inform our recommendations, we reviewed peer institutions with mature community-engaged learning models, including UCLA, Michigan State, and Tulane, and identified common themes such as faculty support, reciprocity with community partners, and integration into degree programs. We also gathered input from A-School students, who expressed strong interest but highlighted barriers around time, finances, and clarity.

Building on this research and feedback, we recommended aligning A-School efforts with UVA's Public Service Pathways and the University's 2030 mission. Our proposal centers on a sustainable framework linking coursework, service, and professional development, with a target launch in the 2026 – 2027 academic year.

PROJECT 11

Professional Development for Faculty Affairs Staff

SPONSOR ORG: McIntire School of Commerce

PARTICIPANTS: Pam Kelleher, Jolene Kidd, Amanda Moon

This project sought to understand the professional development needs of UVA staff supporting Faculty Affairs, and identify ways to build a more specialized network for professional development at UVA that aligns with those needs. Data was gathered through interviews and surveys of staff in the Faculty Affairs and Personnel Actions (FAPA) group, designed to identify the knowledge, skills, and resources needed to be a successful UVA Faculty Affairs professional, as well as topics of interest for professional development.

Key recommendations include reconfiguring the FAPA network to include a broader group of staff supporting Faculty Affairs; modifying the FAPA meeting structure to focus on the needs identified by Faculty Affairs staff; leveraging the functionality of the Teams platform to foster collaboration and resource sharing; and offering additional professional development events including focused workshops and an annual conference for UVA staff and faculty supporting Faculty Affairs.



Jennie Babcock

UVA Human Resources

Jennie Babcock is the HR Director for UVA's School of Medicine and School of Nursing. She has been at UVA for a little over three years and has served in various HR roles in higher education for 15+ years. She is also a certified executive coach.

Jennie's leadership style is rooted in empowerment, development, and humility. She is most energized when she can identify what sparks excitement and engagement in others and use that to fuel opportunities for growth and inspiration. She is a strong proponent of supporting work-life flexibility to the fullest and believes in meeting people where they are, helping to grow their confidence, and ideally maximizing their potential.

At home, Jennie is a wife and mother of two young sons, Wesley (6) and Brayden (10). She is a runner, coffee drinker, and lover of most types of music.



Carley Bacher

School of Medicine

Carley Bacher is the Administrative Manager for the Department of Orthopaedic Surgery at the University of Virginia. She manages a team of 10 administrators, who support over 30 clinical faculty and 18 advanced practice providers. Bacher serves as the Promotion and Tenure Coordinator for the Department and is a Contributing Editor of the UVA Orthopaedic Journal.

Bacher began her career as technology transfer administrator at the University of Denver. After earning her MBA from the Daniels College of Business, she was promoted to Director of the Technology Transfer Office. From 2012 to 2015, she led the office's operations—overseeing market research, expanding the university's patent portfolio and guiding faculty and startup entrepreneurs through the innovation process.

Outside of work, Bacher is a passionate supporter of UVA Men's Basketball and finds joy in yoga, cooking, traveling, and spending time with her husband, Erich, and their two sons, EJ (14) and Christian (10).



Julie Sara Mobley Boyd

UVA Northern Virginia

Julie Sara Boyd is the Executive Director of UVA | Northern Virginia campus. In this role, she oversees the strategic direction of UVA | Northern Virginia operations. Julie Sara works with UVA schools to develop and promote a broad array of educational initiatives, including synchronous and asynchronous online and in-person offerings that align UVA expertise and resources with the needs of Northern Virginia professional learners. Prior to UVA, she served for a decade as Assistant Dean of Academic Administration at American University's School of Education and held additional leadership and faculty roles in teacher education and online learning.

Before her career in higher education, Julie Sara taught middle and high school mathematics in New York City, Charleston, and Washington, D.C. She holds degrees in Mathematics, Industrial Engineering, and Secondary Math Education. A South Carolina native, she now lives in Northern Virginia with her husband, two daughters, and the love of her life, her rescue dog Auggie.



Kayla Calvo

**integrated Translational Health Research
Institute of Virginia**

Kayla Calvo has worked at UVA for the past 10 years and is currently the Director of Finance in the integrated Translational Health Research Institute of Virginia (iTHRIV). She was originally hired in as a temp after she and her husband relocated from Lynchburg in late 2013. Kayla started working at UVA as an Administrative Assistant and has spent the last nine years working as a research administrator in the School of Medicine. She is passionate about research administration and founded RAMP UP, a mentoring program for research administrators in 2021.

Kayla has 2 children, ages 7 and 9, and spends all of her free time hanging out with them or driving them to baseball or softball. Outside of work, Kayla volunteers on the board of the Little League her kids play for and she fosters kittens through the Fluvanna SPCA. Kayla also loves Taylor Swift and the Rangers MLB team.



Julian Carta

Office of the Executive Vice President and Provost

Julian Carta is currently the Associate Director for Education Abroad Operations at the International Studies Office, where he collaborates with faculty and staff to design bespoke, direct credit UVA education abroad programs across the globe. His role encompasses oversight of program budgets, risk management, travel logistics, academic operations, and fostering external relationships with educational and travel partners worldwide. Julian has extensive international experience, having supported education abroad initiatives globally, including staffing a 2024 J-term program with 28 undergraduate students in the United Arab Emirates.

Julian's career at UVA began in 2016 as an education abroad program coordinator, tasked with expanding the university's global program offerings and bringing valuable insights from his tenure in the private sector. Prior to joining UVA, he spent five years at WorldStrides, specializing in Executive MBA global program operations for institutions such as Kellogg, Olin, TRIUM (HEC, LSE, Stern), and Wharton.

Outside of work, Julian is an avid musician who enjoys performing and recording music with various acts in Central Virginia. He also enjoys fly fishing and traveling with his wife, Abigail.



Frank Coffman

Information Technology Services

Frank Coffman began his career with the University of Virginia in June of 2004 in Facilities Management, first as a Fire Systems technician and later becoming supervisor.

Frank also held a secondary role in Facilities Management operating and managing a small team which provided AV services to the President's office, Office of Major Events, Board of Visitors and University Communications. This experience prepared him for a career change working with the technology he most enjoyed. He became a Classroom Support Supervisor within ITS in January of 2012.

This year ITS merged the Classroom Design and Support teams into one cohesive entity. Frank now leads the group as Director of Classroom Technology & Support. In this role, he is responsible for overseeing the classroom technology provided by the Provost Office. Frank provides leadership to a team of support and design staff that ensures technology meets the diverse needs of faculty, staff, and students.



Pierce Coughter

McIntire School of Commerce

Pierce Coughter is the Director of Admissions & Recruiting for the Undergraduate Admissions Office at the McIntire School of Commerce. In this role he is responsible for leading the enrollment processes for the B.S. in Commerce and the school's four undergraduate minors. Before this position, he was a member of the team in UVA's main Office of Undergraduate Admission from 2012 until 2022. Among his many responsibilities during his time there in Peabody Hall, he coordinated the transfer admission and recruitment processes for each of the University's undergraduate schools.

His UVA experience began as a student bus driver for University Transit as a 2007 graduate of the College of Arts and Sciences, though as a Charlottesville native, it really began with childhood games at UHall, Scott Stadium, and Klöckner. He holds an M.S. in Higher Education from Old Dominion University and lives in Charlottesville with his wife, Ashley, and their golden retriever, Casper.



Alicia Cowan-Brown

School of Engineering and Applied Science

Alicia Cowan-Brown is the Program Coordinator of the Clark Scholars Program within the School of Engineering and Applied Science at the University of Virginia. Her current work focuses on program implementation, scholar engagement, and collaborating with various partners to improve the Engineering student experience. In her role, she enjoys connecting with students with unique opportunities in global engagement, business acumen, leadership development, and service to others.

Before joining SEAS, she supported graduate students and faculty in the Social Foundations and Higher Education programs at the UVA School of Education and Human Development. Before returning to Charlottesville, she worked with Virginia Tech's Upward Bound/TRIO Programs to guide participants in their pursuits of postsecondary education. She is passionate about advocating for all students regardless of background and circumstance. Outside of the office, you can find her enjoying time with family, volunteering, listening to music, cooking, and indulging in self-care.



Shelly Dean

UVA Health University Medical Center

Shelly Dean, DNP, CNL, CPNP-PC, has been part of UVA Health since 1996, beginning in Ophthalmology before moving into bedside nursing and, in 2003, joining Pediatric Gastroenterology. She earned her MSN as a Clinical Nurse Leader in 2012, became a Pediatric Nurse Practitioner in 2014, and completed her DNP at UVA in 2023.

From 2013 to 2016, Shelly co-led the development of a clinical collaboration with the Children's Hospital of Pittsburgh, significantly improving access to care and outcomes for pediatric liver transplant patients.

In 2023, she was named Director of Advanced Practice for UVA Health Children's, expanding oversight to include OB-GYN and Psychiatry within the first year. She also led efforts to integrate Licensed Clinical Social Workers into the Advanced Practice framework, broadening access to mental health care.

Shelly is a passionate advocate for patient-centered care and a strategic leader advancing the role of Advanced Practice in academic medicine.



Christina Deane

UVA Library

Christina Deane began her library career in 1992 in Special Collections at UVA, later transitioning to IT support in Social Science Services. There, she supported hardware, software, and web development needs, co-creating databases for historical census and GIS data, and developing the first Virginia Elections and State Elected Official Database. In 2004, she became project manager for Rare Materials Digital Services, now the Digital Production Group (DPG), which she has led since 2008. Under her leadership, DPG expanded in staff, scope, and equipment, navigated a major reorganization, and relocated to the renovated Shannon Library in 2024. The group has produced hundreds of thousands of images for platforms like Virgo, Libra, and HathiTrust.

Christina holds a B.A., M.A. in history, and an MLIS. A North Carolina native, she now lives in Barboursville with her husband and twin sons, and has deep roots in the UVA community.



Hai Yan Dendy

AdviseVA

Hai Yan Dendy holds a B.S. in International Studies and Business from Emory & Henry College (EHC) and an M.A.Ed. in Higher Education and Student Affairs from Virginia Tech (VT). She joined the University of Virginia seven years ago, beginning her journey at the Darden School of Business. She now serves as the Senior Assistant Director for AdviseVA, a public service initiative within UVA Enrollment dedicated to expanding access to high-quality postsecondary opportunities for students across Virginia. In her role, Hai Yan leads training and professional development for a statewide team of 70 Pathways Advisers, supervises 11 Advisers in VDOE Region 5, and coordinates partnership initiatives with select statewide scholarship programs.

Her passion for higher education administration and postsecondary planning is deeply rooted in her own experience as a first-generation college student. She values learning and creating opportunities to support and grow the next generation of students and professionals. Outside of work, Hai Yan enjoys spending time with family, trying new recipes, playing disc golf, and picking up new skills.



Robert D'Eramo

UVA Health University Medical Center

Robert D'Eramo, PharmD, MSHA, FACHE is currently the Director, Strategic and Clinical Initiatives, Population Health & Post Acute Care. Robert has worked at UVA since June of 2017 and currently serves within the Population Health leadership team, where he has more than 8 years in leadership experience. Within UVAMC, he has served as a Clinical Pharmacist, Pharmacy Supervisor and Clinical Operations Manager. In 2021, Robert served as the Interim Director of UVA Continuum Home Health Infusion Pharmacy shortly after accepting a new position as the Service Line Business Development and Integration Director where he focused on business growth and development opportunities at Continuum, TCH, Work Med and establishing greater linkages to UVA Medical Center and our community hospitals.

In his current role, he leads both the Community Paramedicine Program and the operations for the Mobile Care Unit, as well as the Population Health Specialist team. Robert is a graduate of the Virginia Commonwealth University School of Pharmacy, where he received his Doctorate of Pharmacy degree in 2017. Prior to VCU, he obtained his B.S. in Biological Sciences at Virginia Tech. He completed his PGY1 Pharmacy Residency at UVA Health System in 2018. He then completed a PGY2 Health System Pharmacy Administration and Leadership residency in 2019 at UVA Health System while obtaining his Masters of Science in Health Administration through Virginia Commonwealth University. Robert's passion is to expand the amazing care we provide for our patients and community.

Outside of work he enjoys spending time with his family, friends, traveling, cooking, fishing, golf and exploring Charlottesville.



Jack Doherty

College of Arts & Sciences

Jack Doherty has worked in higher education for a little over 3 years now, first for UVA Health and now for the Arts & Sciences Dean's Office. Before that, he worked for a startup making GIS safety plans for schools while partnering with first responders. He has been in IT for over 15 years, wearing a variety of hats on his journey, from basic desktop support to system architecting to presenting at user conferences, board meetings, and customer events.

Jack has lived in various parts of the country: Boston, Chicago, Spokane, and now has resided in Charlottesville for 17 years (his favorite place so far) with his wife Amanda and their two dogs. He is a graduate of Old Dominion University with a Bachelor's in Computer Science.

When he's not geeking out about the latest tech or buried in Smartsheet formulas, you can find Jack playing with his dogs, Moxie and Nebet, playing table tennis, video gaming, or out on a hiking trail identifying local birds and plants.



Chad Dotson

UVA Health University Medical Center

Chad Dotson joined the UVA Health System in 2001 as a Systems Engineer, contributing to the development of the early medical center computing environment. Currently, he serves as the Director of Client Services within Health Information Technology, where he leads a team of engineers responsible for managing 24,000 devices across 40+ sites.

Chad earned his Bachelor of Science in Computer Information Technology from Northern Arizona University. He has a deep passion for computing and its potential to enhance clinician efficiency and patient outcomes. Chad is particularly interested in how technology can streamline healthcare by improving the accuracy and speed of diagnoses, enhance patient care through better data management, and leveraging tools to expand medical services to underserved populations.

Originally from Davis, California, Chad moved to Albemarle County at a young age and quickly developed a love for the region. He is married to Angela, and together they have two grown daughters, Bryn and Madison. In his free time, Chad enjoys running and exploring the diverse outdoor activities Virginia offers, including kayaking and hiking.



Emily Douglas

Facilities Management

Emily Martin Douglas serves as the Engagement Programs Manager for Facilities Management (FM). The program manager is responsible for programs that support and foster a respectful and welcoming workplace environment such as the FM Language Program, FM Employee Council, FM Employee Appreciation, Mental Health Awareness in Partnership with FEAP and FM OHS, and area partnerships with school systems and non-profits such as the Boys and Girls Clubs of Central Virginia to promote an awareness for careers in the trades.

Emily is from Bath County, Virginia and has lived in Charlottesville since 2009. Prior to joining the University of Virginia, Emily worked for Building Goodness Foundation and established partnerships for construction projects in Charlottesville, Haiti, and Guatemala. Emily studied Art History at Hollins University and Museum Management at the Ecole du Louvre. She also holds the Nonprofit Management Certificate from the Center for Nonprofit Excellence, a Certificate of Fundraising Management from the Lilly Family School of Philanthropy at Indiana University, the Diversity and Inclusion for HR Certificate from Cornell University, and the Inclusive Workplace Culture Specialty from SHRM. In addition, Emily is a trained mediator, is a Certified Professional with the Society for Human Resource Management (SHRM-CP) and is certified in Mental Health First Aid for Adults.

Fluent in French, trying to hang on to her Haitian Creole, working on her Spanish, and hoping to learn Swahili and ASL, Emily is a Leadership Charlottesville 2019 graduate through the Charlottesville Regional Chamber of Commerce and engaged in our local community as a volunteer for Habitat for Humanity of Greater Charlottesville, a volunteer for Rural Area Medical (RAM), a summer 2025 English Circle Leader for Cville Tulips, a volunteer actor for Live Arts Waterworks festival, a Program Committee member for Boys & Girls Clubs of Central Virginia, a non-medical volunteer for the Haiti Mission Foundation, and board member for the GuateMaya Alliance.



Megan Durkee

School of Law

Megan Durkee has served as the Director of Student Affairs at UVA Law since October 2021. In this role, she provides academic and personal support to law students through individual counseling and regular programming. She also plans major events and programs, including Orientation, Graduation, and Community Fellows.

Before joining UVA Law, Megan worked as an assistant federal public defender for four years and as a judicial law clerk for two years, both in Norfolk, Virginia. Prior to attending law school, she taught science at an alternative high school in Philadelphia through Teach For America. Megan is a double Hoo, having earned her B.A. from the College in 2010 (with majors in Economics and Political & Social Thought) and her J.D. from UVA Law in 2015. She also holds a Master's in Education from Chestnut Hill College, earned in 2012.

Although her family moved frequently during her childhood, Megan has primarily lived in Virginia since beginning her undergraduate studies at UVA. She currently lives in Albemarle County with her husband, Matt, and their two children, Annie (4) and Matthew (1). In her free time, she enjoys reading, running, and listening to podcasts.



Melodye Farrar

School of Medicine

Melodye Farrar, MAEd, CHCP, CMP-HC, assumed the role of Director of Continuing Professional Development at the University of Virginia in 2023, leading the interprofessional continuing education program. She not only spearheads the development of innovative CE initiatives but also ensures their smooth implementation, with meticulous attention to detail. Beyond her operational duties, Ms. Farrar plays a pivotal role in aligning the department's activities with the strategic plan of UVA Health, ensuring adherence to Joint Accreditation criteria, and nurturing professional growth within her team and the healthcare community. Her strategic direction guides the CE department in fulfilling its essential role in improving patient care and clinical practices at UVA, in Virginia, and beyond.

Before joining UVA, Ms. Farrar served as the Director of Continuing Medical Education at Johns Hopkins All Children's Hospital, a renowned teaching and research institution recognized by U.S. News & World Report. Over nearly two decades, she led a wide-ranging clinical education program covering 50+ pediatric specialties. Notably, Ms. Farrar also directed prestigious organizations like the World Society for Pediatric Congenital Heart Surgery and the World Congress of Pediatric Cardiology and Cardiac Surgery, highlighting her global impact in healthcare education. Prior to her tenure at Johns Hopkins, Ms. Farrar showcased her leadership as a vice president overseeing educational teams at top-tier medical education firms. Ms. Farrar holds a master's degree in adult education from the University of South Florida and a bachelor's in communication and business from Florida State University. She also earned a graduate certificate in Leadership Development, designation as a Certified Healthcare CPD Profession (CHCP), awarded by the ACEHP, and is a Certified Meeting Professional-Healthcare (CMP-HC), awarded by Meeting Professionals International.



Dane Ferré

External Relations

Dane Ferré serves as the Executive Director of the Office of Gift Planning within External Relations, having joined the Gift Planning team in 2022. In this role, he oversees the day-to-day operations of a team of ten personnel responsible for gift planning fundraising, education and program administration. In addition to his fundraising and managerial responsibilities, Dane collaborates with schools and units across Grounds to maximize the impact of their philanthropy efforts using gift planning strategies.

Prior to joining the Office of Gift Planning, Dane practiced law with firms based in New York and Washington, D.C., with a focus on corporate transactions. He is a 2012 graduate of UVA's College of Arts and Sciences and received his law degree from Emory University.

Originally from Nashville, Tennessee, Dane now resides in Charlottesville with his wife Micaela, their son David and terrier Frankie.



James Fiebert

UVA Health University Medical Center

James Fiebert is the Manager for Pharmacy Informatics and Clinical Decision Support at UVA Health. He has served in this role for six years and has been with UVA Health for the past thirteen years. In this role, James has oversight of the pharmacy informatics team who are responsible for the maintenance of pharmacy systems and integration of new pharmacy technology across the UVA Health enterprise. In addition, he serves as the Residency Program Director for the PGY-2 Pharmacy Informatics residency program.

He completed his Doctor of Pharmacy degree from St. John's University. After graduating, he completed a PGY-1 Pharmacy Practice Residency at Long Island Jewish Medical Center, followed by a PGY-2 Pharmacy Informatics Residency at the University of Virginia Health System.

Outside of work, James enjoys spending time with his wife and daughter, traveling, and woodworking.



Amanda Fortune

School of Engineering and Applied Science

Amanda Fortune is an experienced Operations Manager at the University of Virginia's School of Engineering, Office of Community, Opportunity, and Engagement. She oversees the financial operations for the Department, Center for Connection in Engineering, Clark Scholars, and Bridge programs. With over a decade of expertise in financial management and project coordination, Amanda excels in optimizing financial processes and implementing strategic solutions.

Previously, Amanda served as Director of Operations at UVA's School of Engineering, Office of Advancement. In this role, she provided high-level administrative support, streamlined operational processes, and ensured stringent compliance with foundation regulations. Amanda played a pivotal role in enhancing operational efficiency and spearheading key initiatives to support fundraising and alumni engagement.

Amanda holds a B.S. in Communications with a concentration in Public Relations and a minor in Criminal Justice from Radford University. In her spare time, she enjoys playing adult slow-pitch softball and creating custom designs and personalized apparel. This creative pursuit allows her to merge her entrepreneurial spirit with her artistic skills, offering unique and customized products to her clients.



Nate Hixson

**School of Education and Human
Development**

For nearly two decades, Nate Hixson has served as a manager of evaluation and research programs for public and private sector K-12 and higher education organizations. In these roles, Nate applies his management and administrative expertise to help guide the scientific research process and assist clients and stakeholders as they seek to solve complex educational challenges and address diverse information needs.

Mr. Hixson's areas of focus include research development, pre-award budget and proposal development, post-award project and grant management, fiscal oversight, and staff supervision. As a former program evaluator, Nate also brings hands-on experience with research design, instrument development, data collection, analysis, and reporting.

He has held senior roles in both an international consulting firm and a state education agency, giving him practical insight into working with education practitioners and policymakers to conduct research, provide technical assistance, and inform decision-making.

Nate currently resides in Madison County, VA with his wife and son.



Bob Jones

Information Technology Services

Bob Jones was born and raised in south-central Kentucky where he attended Western Kentucky University (WKU) and obtained a Bachelors of Science degree in Computer Science. He spent the first five years of his career as the Webmaster for WKU before moving to Athens, GA where he spent the next 10 years as a UNIX Systems Engineer for the Board of Regents of the University System of Georgia.

He has lived for the past twelve years in Charlottesville with his wife and two children. After a short stint as a defense contractor he has spent the last ten years with the University of Virginia first as a Senior Linux Systems Engineer followed by a move into his current position as the manager of the ITS Linux Services group.



Elizabeth Joyner

UVA Alumni Association

Elizabeth Joyner is the Director of Scholarships and Endowments at the UVA Alumni Association, where she is responsible for annual disbursement of over \$3.2 million in scholarship funds to hundreds undergraduate and graduate students across Grounds. With a growing portfolio of over 250 funds, Elizabeth works with individual donors and donor groups across the alumni spectrum to ensure financial support of students at all stages of their education. In the past 3 years, she has overseen a 25% increase both in disbursed funds and number of recipients, and has added nearly 20 new scholarship funds and gift expectancies totaling over \$4.7 million. Elizabeth also manages dozens of alumni volunteer reading committees and in the past year has successfully developed robust anti-bias training materials to ensure fair and equitable application review.

A lifelong classical musician, Elizabeth sings with various professional ensembles throughout the region and is a new member of the Waynesboro Symphony Orchestra. She holds a Ph.D. in musicology from Duke University and has long advocated for career flexibility in higher education, especially in the arts. She lives in Crozet with her husband Andrew (COL '97) and three young children.



Pam Kelleher

External Relations

Pam Kelleher serves as the Senior Director of Donor Relations & Strategic Engagement for UVA Health Development, a unit of External Relations. In this role, Pam leads a dedicated team of donor relations, strategic engagement, and events professionals to advance philanthropic priorities that support UVA Health's patient care, research, education, and community missions. The UVA Health team recently surpassed their \$1 billion campaign goal as a part of the University's historic Honor the Future campaign, and Pam was proud to be a part of this milestone, made possible by so many generous donors.

Pam is a boomerang UVA employee, having led UVA Health's Donor Relations and Development Services teams earlier in her career. Prior to returning to UVA in 2018, Pam worked in donor relations at the University of Richmond and in administration with a Richmond-area nonprofit. She began her career in development at Georgetown University as a prospect researcher. Pam graduated summa cum laude with a B.A. in History from the College of William and Mary, where she was a member of Phi Beta Kappa. She has remained an active alumna, serving as a class ambassador for several years. Pam resides in Richmond with her family and is the parent of a UVA alumna (McIntire '22), along with two college-aged sons.



Andrea Kester

School of Data Science

Andrea Kester serves as the Associate Director of Academic Operations and Registrar for the School of Data Science, serving as liaison between faculty, central resources, and program managers while supporting the student journey and academic mission of the school. In her role, she encourages staff and faculty to consider the student experience when making decisions and strives to build processes that are both efficient and scalable. Prior to joining the School of Data Science, Andrea was the Admissions Coordinator for McIntire's Office of Undergraduate Admission collaborating on the development and implementation of events and the admission process, supervising the student staff, and advising prospective Commerce students.

Andrea received a Bachelor of Arts degree in Education and Psychology from Bucknell University, a Master of Science in Counseling and Human Development from Radford University and completed the Certificate of Leadership from UVA School of Continuing and Professional Studies.

She has two college students of her own, a daughter at William & Mary and a son at UVA School of Architecture. Now that she has a little more free time, Andrea volunteers as a Court Appointed Special Advocate through Piedmont CASA.



Jolene Kidd

School of Medicine

Jolene Kidd is a life-long UVA employee, who joined the University following high school and earned two degrees (BA in Management, MBA) from Mary Baldwin University, while working full-time at UVA. Jolene's service includes formative experiences in Central Finance, the Library, and three Schools (College and Graduate School of Arts & Sciences, School of Architecture, and School of Medicine), where she supported the Education and Research missions of the University. She serves as the Operations Manager in Medical Education, where she oversees the day-to-day business operations and financial infrastructure for the effective and efficient delivery of the medical curriculum to the University's MD students. Jolene was honored to receive the Leonard W. Sandridge Outstanding Contributor Award in 2023, where she was recognized for offering transformative and inspiring leadership to the School of Medicine's Office of Curriculum, including an unwavering commitment to fostering a positive and growth-oriented culture, strong financial acumen, and deep institutional knowledge.

When not at work, Jolene enjoys a variety of music-related activities including singing in small and medium sized ensembles, playing English handbells, and playing piano.



Katie Manning

Darden School of Business

Katie Manning, Director of Student Affairs at the Darden School of Business, plays a crucial role in guiding and supporting over 700 full-time MBA students alongside her team in the Office of Student Affairs. Her higher education career journey began in Housing and Residence Life at UVA, where she worked with various residential communities and student staff on grounds as an assistant dean of residence life. As evident by her professional experience, Katie's passions lie in helping students navigate their UVA experience, fostering a sense of belonging, and making large institutions feel more intimate and welcoming. At Darden, Katie contributes to creating an exceptional out-of-classroom experience for MBA students. Her responsibilities include student leadership advising, one-on-one coaching sessions, event planning, and resource creation and sharing.

Raised in Northern Virginia, Katie found her home at UVA, where she served as a Resident Advisor and discovered her calling to the field of student affairs. She later earned her Master's in Higher Education from the University of Pennsylvania after graduating from UVA in 2015 (Go Hoos). Outside of work, Katie enjoys quality time with her husband and toddling daughter, sipping coffee from Shenandoah Joe (or really any coffee shop), and lending her voice to local church and community choirs.



Amanda Moon

School of Continuing and Professional Studies

Amanda Moon has worked at the University of Virginia for 25 years and has been with the School of Continuing and Professional Studies since 2007. Her role within SCPS has changed over time, and she is currently the Manager of Payroll, Systems, and Financial Reporting for the school.

In this role, Amanda focuses on budgeting and financial reporting, in which she creates and monitors annual operating budgets, as well as gathers and organizes data from a variety of sources to establish data banks for use in creating robust forecasts. Amanda also prepares and analyzes monthly financial reports for management, and revenue and expenditure reports for her program areas. Amanda develops and monitors faculty wage appointments and payments, ensuring compliance with relevant policies, and provides detailed payroll reporting to her team, program areas, and management.

While employed by the University, Amanda completed associate's degrees in business administration and general management, a Bachelor of Science in Business Administration, as well as her Master of Business Administration. Amanda has also completed the College Business Management Institute (CBMI) through SACUBO.



Alison Morin

School of Education and Human Development

In her current role, Alison Morin serves as the Chief Operating Office for the Center for Advanced Study of Teaching and Learning (CASTL) at the School of Education and Human Development. She is responsible for supporting investigators and their teams accomplish their research while bringing elements of strategic thinking to improve the Center's processes and procedures. This includes an emphasis on strategic human resources, fiscal oversight, basic center functions, and liaising with the Office of Research Administration.

Prior to this role, Alison worked as both a project manager and director of operations for Motivate Lab, a research lab within CASTL, focused on creating motivationally supportive environments for students to thrive. While working with Motivate Lab, she coordinated multiple randomized controlled trials, developed a comprehensive hiring strategy, organized and improved performance management, supported with grants and fiscal management, and helped cultivate a sense of community and belonging amongst her teammates.

Before joining the University of Virginia, she worked in the Connecticut state government and taught middle school science for several years at an Achievement First charter school in New Haven, CT. As a student of both psychology and public administration, Alison understands and appreciates the unique role systems play in supporting or undermining student success. She knows there are rarely (if ever) one size fits all solutions to building schools and education systems that are truly designed to support all students.

When she's not thinking about the path to building equitable school systems, you can find her at the pilates studio, on a walk with her pup, Indigo, or on a quest to find the perfect slice of pizza (which is sadly not in Charlottesville, VA).



Jennette Murphy

Frank Batten School of Leadership and Public Policy

Jennett Murphy is the Director of Faculty Affairs at the Frank Batten School of Leadership and Public Policy. Murphy supports the faculty and the Associate Dean for Academic Affairs, managing the administrative, operational, and financial affairs and special projects of the Associate Dean. She serves as the continuity between the rotational Associate Dean position and provides logistical and staff coordination to advance the academic mission of the school.

Originally from upstate New York, Murphy holds a B.A. in French from Franklin & Marshall College and an M.S. in Library and Information Science from Simmons University. With her family, she has enjoyed living in London, where her two sons were born, and multiple cities in the U.S. before settling in Charlottesville in 2019. She joined UVA in 2022.



Alaina Neal

Office of Emergency Management

Alaina Neal serves as the Associate Director of the Office of Emergency Management, where she plays a key role in enhancing the University's emergency preparedness, response, recovery, and mitigation strategies. She oversees the annual Hazard Vulnerability Assessment, updates the Integrated Preparedness Plan, and maintains the Emergency Operations Center. Additionally, Alaina supports both planned and unplanned incident responses and maintains the common operating picture platform.

She holds a Master of Science in Healthcare Emergency Management from Boston University and is a Certified Emergency Manager through IAEM.



Whitney Pippin

School of Nursing

Whitney Pippin is the Academic Programs Manager for the BSN and CNL (Certified Nurse Leader) programs at the University of Virginia School of Nursing. In this role, she directly supports nearly 600 pre-licensure nursing students and faculty. Prior to joining the University, she worked at the Robert H. Smith International Center for Jefferson Studies at the Thomas Jefferson Foundation supporting graduate students and faculty researchers.

Whitney earned a Master of Arts degree in Museum Studies from Johns Hopkins University in Baltimore, MD and a Bachelor of Arts in Sociology from Mary Baldwin College in Staunton, VA.

In her free time, Whitney enjoys spending time with her niece and nephew and traveling.



Megan Poole

University Annual Giving

Megan Poole is the Senior Director, Direct Marketing in University Annual Giving & Stewardship. She leads a dynamic team of 13 project managers and content creators who are responsible for crafting donor-centric, multi-channel marketing campaigns — spanning print, email, web, social, and text — that drive philanthropic engagement across the University. Her team works with 30 school and unit partners across Grounds, translating their goals into bold, creative marketing strategies that build donor pipelines.

With over 13 years of experience in education, Megan has also worked as a college writing instructor and a high school English teacher. A lifelong champion of orange and blue institutions, she has worked at the University of Virginia, University of Florida, and Syracuse University.

In her free time, Megan enjoys reading, traveling, listening to podcasts, and spending time with her Chihuahua, Jimmy.



Andrew Sallans

UVA Finance

Andrew Sallans is currently the Director of Business Services and Systems in UVA Finance. In this role, he is responsible for four functional areas: departmental business operations, departmental systems (other than Workday), customer service, and departmental end-user technology support.

He holds two degrees from UVA (CLAS and McIntire) and one from Florida State University, and has worked in management roles at UVA for most of the past 20 years across multiple business units, including libraries, sponsored programs, and finance.

A couple of interesting highlights from his career include participating in the “Leadership in Academic Matters” program for faculty about 11 years ago, and serving on Semester at Sea 13 years ago when UVA was the host institution. Andrew considers himself fortunate to have witnessed UVA's evolution through multiple Presidents, Boards of Visitors, COOs, CIOs, Deans, and other leaders, learning valuable lessons from each era.

Outside of work, Andrew and his wife Michelle stay busy with their four very active children.



Amanda Sebring

University Physicians Group

Amanda Sebring grew up in Tennessee and planted roots in Virginia after earning a B.A. in Government from the College of William & Mary. She spent eight formative years with the UVA Department of Family Medicine, where she discovered a passion for data-driven performance improvement and system-level change.

In 2022, Amanda became the inaugural member of the UVA Physician's Group Practice Innovation Team, gaining valuable experience in progressive healthcare payment models, quality-based revenue streams, and emerging health technologies. Despite this broad exposure, her dedication to clinical quality and operational excellence remained central. In March, she joined the Clinical Practice Group Operations team, where she focuses on initiatives that enhance care delivery and team performance.

For Amanda, a great day at work involves bringing curiosity, creativity, actionable data, and collaboration together to advance the quality of care UVA provides, improve the patient experience, strengthen support for care teams, and expand population health initiatives in meaningful ways.

Outside of work, Amanda enjoys spending time outdoors with her husband Daniel, their children Ben (4) and Natalie (2), and their dog Gobi. They love their Fry's Spring neighborhood and can often be found hiking, biking, swimming, or walking the trails around Observatory Hill.



Dan Shantler

Facilities Management

Dan Shantler joined UVA in the fall of 2019 after serving 20 years in the U.S. Air Force. Most of his military career was spent in the Washington, D.C. area, where he worked as an IT Policy and Program Manager within the Intelligence Community. He also served as an Executive Support Supervisor, where he oversaw executive-level operations for the Secretary of Defense directly. While enlisted, Dan earned his B.S. from Drexel University, graduating summa cum laude.

At UVA, Dan leads Facilities Management's (FM) Systems Control Center (SCC)—a 24/7 operation that monitors Building Automation Systems (BAS), Fire and Life Safety systems, Energy and Utilities, and other critical functions across both Academic and UVA Health facilities. His team also manages FM's after-hours critical response efforts across Grounds.

Dan also manages FM's Continuity of Operations planning. He serves as the liaison to the University's Critical Incident Management Team (CIMT), helping coordinate preparedness, response, and recovery efforts. He provides strategic guidance to mitigate risks from a range of potential hazards that could impact operations across Grounds.



Sarah Shreckhise

UVA Health University Medical Center

Passionate for nursing education and professional governance, Sarah Shreckhise serves as the Director of Ambulatory Clinical Professional Development at the University of Virginia Health Medical Center where she leads efforts toward enhancing clinical competencies, driving growth in ambulatory care, and finding innovative ways to improve workflow efficiency while saving cost.

Sarah obtained her MSN in Nursing Administration from Radford University and her BSN from Old Dominion University. With over a decade of healthcare experience and five years as a nurse leader, Sarah believes in the power of continuous improvement and enjoys fostering strong relationships among teams and stakeholders.



Abby Southerland

UVA Health University Medical Center

Joining UVA Health in 2012, Abby Southerland began as a Health Unit Coordinator (HUC) on a general medicine floor while in nursing school at the University of Virginia. Since then, she has had progressive leadership roles throughout the organization. She is currently a Clinic Manager at Northridge University Physicians Women's Clinic and Battle Building Maternal & Fetal Health Clinic, working with obstetric team members and patients.

Abby has an extensive background in care coordination, data analysis, and community education. She is passionate about patient and team member advocacy and is currently pursuing her Masters in Science of Nursing, with a leadership focus. In her free time, Abby enjoys spending time with her family.



Joey Tombs

Facilities Management

Joey Tombs began his career at Facilities Management in 2005 in the construction documentation library, where he researched architecture and engineering questions using old blueprints. In his current role as Assistant Director of Enterprise Architecture & Systems Engineering, he leads a team that manages all of FM's servers and workstations, along with numerous IT systems and database integrations.

Throughout his time at FM, Joey has contributed to several major system migration projects, including the implementation of a new work order system and both the HCM and Finance Workday systems.

Originally born in the UK and raised in Crozet, Joey holds two degrees from UVA—a B.A. in Anthropology and an M.S. in Management of IT. He enjoys spending time outdoors, observing, photographing, and learning about the natural world.



Ashley Wade

UVA Health University Medical Center

Ashley Wade is the Nurse Manager of the Thoracic Cardiovascular ICU at University Medical Center. She leads a high-acuity, 28-bed ICU and manages a team of nearly 130 staff members. With almost two decades of experience in the same unit, Ashley brings deep institutional knowledge and a strong sense of continuity to her leadership. She is actively involved in several performance improvement initiatives and values opportunities to collaborate across disciplines and departments.

Ashley's favorite part of her role is connecting with her team to foster a positive and inclusive work culture. She is especially passionate about nursing retention and facilitating real-time root cause problem-solving. She believes in learning from others and ensuring that all voices are heard in the pursuit of better outcomes.

Ashley began her UVA career in 2006 as a patient care assistant in the very unit she now leads. She earned her nursing degree from PVCC in 2010 and completed her BSN at UVA in 2015, advancing through the clinical ladder entirely within the TCV ICU.

A Charlottesville native, Ashley lives in Scottsville with her husband and two teenage children. She enjoys spending time outdoors, being with her family, and caring for her many plant babies.



Margaret Walter

Office of the Executive Vice President and Provost

Margaret Walter joined the International Studies Office in January 2016. Originally from the Charlottesville area, Margaret studied political science at Fordham University in New York City before learning about international education as a career. After working in the study abroad office at her alma mater, and subsequently at Arcadia University's College of Global Studies, she was thrilled to return to her home state and contribute to the global endeavors of the University of Virginia. Margaret counts among her most formative international experiences her junior year in Spain and a summer job in London, as well as time spent exploring Egypt and New Zealand. Margaret received a master's degree in international education from the SIT Graduate Institute and has over 17 years' experience advising students and supporting programs.

In her current role, Margaret works with several programs including UVA London First, while also leading the Education Abroad advising team and managing special projects and initiatives to support students, faculty, and the ISO.

She enjoys cooking, traveling, and spending time with family, including her two children who are also becoming seasoned travelers.





COHORT X & XI MENTORS



The
Cornerstone
Program

Matt Banfield

Office of the EVP and Provost

Cecil Banks*

Office of the President

Megan Barnett

Office of the EVP and Provost

Isaiah Behnke*

UVA Finance

Julie Bird

UVA Human Resources

Kenyon Bonner

Student Affairs

Mary Brackett

Office of Organizational Excellence

Veronica Brill

University Medical Center

Arlyn Burgess*

School of Data Science

Matt Burgess*

Information Technology Services

Joey Carls*

UVA Finance

Amy Clobes*

School of Engineering and Applied
Science

Adam Daniel

Office of the EVP and Provost

Joe Derrico*

University Medical Center

Keith Donnelly*

Information Technology Services

Laura Duckworth*

Facilities Management

Alexis Ehrhardt

External Relations

Steve Farmer

Office of the EVP and Provost

Michael Goetz*

External Relations

Kerry Grannis

College of Arts & Sciences

Ann Lawrence Grasty

External Relations

J.T. Hall

University Medical Center

Nicole Hall

Student Affairs

Lesla Hanlin

School of Continuing and
Professional Studies

Malo Hutson

School of Architecture

Blake Jiménez-Calhoun*

Office of the EVP and Provost

John Kosky

UVA Human Resources

Min Lee

University Medical Center

Megan Lowe

Office of the EVP and COO

Melissa Lubin

School of Continuing and
Professional Studies

Augie Maurelli

UVA Finance

Mary McKenzie

University Physicians Group

Fred Missel*

UVA Foundation

Rich Parella

Office of the EVP and Provost

Patti Pate

Information Technology Services

Leslie Pierce

UVA Human Resources

Alice Raucher

Office of the University Architect

Johann Reinicke*

College of Arts & Sciences

Jill Rockwell*

Batten School of Leadership and
Public Policy

Ellen Root

External Relations

Stephanie Rowley

School of Education and Human
Development

Siri Russell

School of Data Science

Liz Shifflett

School of Medicine

Tracy Smith*

Information Technology Services

Mary Frances Southerland

UVA Health

Dave Stebbins*

UVA Health

Justin Thompson

School of Education and Human
Development

Justin Vesser*

University Medical Center

Blake Watson

Facilities Management

Lily West

UVA Alumni Association

*former Cornerstone Program participant

THE CORNERSTONE PROGRAM

SUCCESSION DEVELOPMENT

17

past participants
are **CURRENT MENTORS**

58%

of past participants now
have an **INCREASED**
role or responsibility

355

PARTICIPANTS

in 11 years of
the program

36%

of those did so
WITHIN 24 MONTHS of
completing the program

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.

17 BUSINESS
UNITS

& 10 SCHOOLS

are in Cohort XI

INTRODUCING

COHORT XI

Rachel Abdella

College Foundation

Buki Aljiji

Division for Community Engagement and Equal Opportunity

Genevieve Baer

College of Arts & Sciences

Eva Blau

Darden School of Business

Kenneth Bower

Facilities Management

Grace Cleveland

School of Law

Priya Date

School of Engineering and Applied Science

Sean Michael Flattery

Batten School

Jesse Foster

University Medical Center

David Gellner

School of Continuing and Professional Studies

Christine Haines

Department of Safety and Security

Frank Hancock

UVA Foundation

Jane Heblich

School of Medicine

Luke Heneghan

UVA Human Resources

Katelyn Hipwell

University Medical Center

Ewa Kubicka

School of Medicine

Jai Maupin

School of Engineering and Applied Science

Ryan McCarthy

Student Affairs

James Mitchell

Darden School of Business

Rachel Moneymaker

Audit

Toynetta Morgan

University Medical Center

Minh Nguyen

UVA Finance

Rose Oliveira-Abbey

Library

Claire Payton

Office of the EVP and Provost

Ryen Pedersen

University Physician's Group

Ben Raske

McIntire School of Commerce

Hallie Richmond

Miller Center

Kirsten Samuels

School of Data Science

Kate Schoenster

School of Medicine

Hollee Schwantes

University Medical Center

Jennifer See

UVA Human Resources

April Sibiski

External Relations

David Stephens

Office of the Sr Vice President of Operations

Rose Tyree

Office of the EVP and Provost

Sam Waddell

Information Technology Services

Sarah Waller

UVA Alumni Association

Brian Williams

Facilities Management

Carrie Worcester

Institutional Research and Analytics