



# **THE** **CORNERSTONE** **PROGRAM**

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**COHORT XI GRADUATION**  
**Wednesday, September 30, 2026**  
**2:00 P.M. to 3:30 P.M.**

**WELCOME**

CAROLYN CULLEN • Director of Talent Management, UVA Human Resources

**OPENING REMARKS**

JOHN KOSKY • Vice President and Chief Human Resources Officer

**IMPACT SPEAKER**

CLAIRE PAYTON • Senior Program Manager, TYDE Grand Challenge

**TEAM PROJECT PRESENTATIONS****FINAL REMARKS**

MELISSA LUBIN • Dean, School of Continuing and Professional Studies

**CLOSING MESSAGE**

KATE FREEMAN • Team Lead, Learning & Development, UVA Human Resources





# **PROJECT** **1**

## **SIMPLIFIED TUITION STRUCTURE**

**SPONSOR ORG:** Office of the Executive Vice President and Provost

**PARTICIPANTS:** Priya Date, Jai Maupin, Ryen Pedersen, Ben Raske, David Stephens, Sam Waddell

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This project explored how UVA could create a more transparent and student-friendly tuition and fee structure while maintaining the flexibility needed within the University's decentralized funding model. Students and families often faced a complex pricing landscape that could be difficult to understand and navigate.

Through peer institution research and financial modeling, our team evaluated options to simplify tuition and fee structures, reduce reliance on numerous program- and course-specific fees, and improve billing clarity. We assessed the impact of various approaches on students, schools, and University finances while identifying opportunities to enhance communication and administrative efficiency.

The goal was to develop practical, Board-ready recommendations and pilot concepts that would make pricing easier to understand, strengthen trust with students and families, and support UVA's commitment to access, affordability, and an exceptional student experience.

## PROJECT 2

### PROFESSIONAL PATHWAYS FOR APPS

**SPONSOR ORG:** University Medical Center

**PARTICIPANTS:** Genevieve Baer, Carrie Worcester

The Center for Advanced Practice represents more than 700 Advanced Practice Providers (APPs) across 30+ specialties at UVA Health. APPs have lacked a clear, inclusive pathway for professional growth since an earlier clinical ladder (focused on advanced practice nursing roles) was retired. This project proposed a framework rewarding scholarly activity, leadership, and clinical advancement across every APP discipline.

The team interviewed APPs at peer institutions about their professional growth pathways and compared their program structures, application processes, compensation models, and outcomes. Building on these findings, the team proposed a four-level clinical ladder across five domains paired with incremental incentive bonuses. Each activity on the ladder is tied to a discipline-specific standard with examples. A financial model showed the program would pay for itself by retaining just one additional APP annually. This project aims to support recruitment, talent development, and retention of APPs at UVA Health.

## PROJECT 3

### FUNDING STUDENT EVENTS

**SPONSOR ORG:** Darden School of Business  
Office of Student Affairs

**PARTICIPANTS:** Rose Oliveira-Abbey, Grace Cleveland

The Darden Graduate School of Business is home to a thriving student community with over sixty student clubs (CIOs) and numerous student-led initiatives. Each year, these organizations apply to various offices and centers at Darden for funding. However, the existing funding process is time-consuming and challenging for both staff and students.

The project team reviewed Darden's current process for funding student events, met with the staff stakeholder group as they began to make changes to the existing process, and interviewed a variety of student and staff stakeholders to address the process's challenges.

Key recommendations include formalizing the existing stakeholder group to enable them to develop SOPs that define each group's work, developing a RACI chart to clarify roles, suggesting KPIs for the current changes to the funding process so they can evaluate them at the end of the funding cycle, and suggesting the removal of signature events from the process.

# PROJECT 4

## EXPERIENCED LEADER DEVELOPMENT TRACK

**SPONSOR ORG:** UVA Human Resources

**PARTICIPANTS:** Tonyetta Morgan, Claire Payton, Rose Tyree

As the capstone of the 2025 – 2026 Cornerstone Program, our team is developing a framework and recommendations for an Experienced Leader Learning Track, an executive-level offering in UVA HR Learning & Development's leadership pathways. UVA invests well in aspiring and new managers, but its most seasoned leaders lack a coordinated program to help them navigate complexity, drive institutional strategy, and shape organizational culture.

Sponsored by UVA HR, we conducted a needs assessment from March through June, gathering input from fifteen senior leaders across UVA Health and academic schools and units, including President Beardsley, the Interim Provost, and both Medical Center CEOs. Findings converged on several themes: leaders value mentorship and sponsorship over one-size-fits-all programming: they want cohort-based peer networks, financial and strategic acumen, and intentional succession planning. We shared a report with our findings and recommendations for implementation with the Learning and Development team, who will now begin working on the next steps.

# PROJECT 5

## OPTIMIZE WORKFLOWS & WASTE REDUCTION

**SPONSOR ORG:** Office of the Vice President for Research

**PARTICIPANTS:** Luke Heneghan, Kate Schoenster

This project focused on optimizing workflows within the Institutional Animal Care and Use Committee (IACUC) and the Office of Animal Welfare (OAW). Our goal was to improve efficiency, reduce administrative burden, and streamline compliance processes so researchers and staff could spend more time advancing scientific discovery while maintaining the highest ethical and regulatory standards. Using process improvement principles, the team evaluated workflows, staffing structures, and operational practices to identify inefficiencies and opportunities for enhancement. Peer benchmarking revealed that UVA supports the largest investigator community among comparable institutions, with 292 active principal investigators and approximately 1,600 annual protocol submissions annually despite staffing levels similar to peers.

The team produced recommendations for workflow simplification, system optimization, and staffing considerations that provide a roadmap for sustainable operational improvements, stronger compliance support, and continued growth of UVA's research enterprise.

## TRANSFER EXPERIENCE

**SPONSOR ORG:** Office of the Executive Vice President and Provost

**PARTICIPANTS:** Kenny Bower, Jesse Foster, Frank Hancock, Minh Nguyen, Kirsten Samuels, Hollee Schwantes

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Transfer students arrive at UVA through many different pathways, bringing valuable experiences, perspectives, and aspirations to Grounds. Partnering with the Vice Provost's Office for Enrollment and Commonwealth Partnerships, our project group explored ways to strengthen the transfer student experience by examining existing resources, student feedback, and institutional practices.

Drawing on survey data, focus groups, peer benchmarking, and collaboration across Enrollment, Housing & Residence Life, Business Services, and academic units, the project found real momentum in transfer student support, along with clear next steps to make that support easier to find and use throughout a student's transition to UVA.

Key recommendations include a centralized digital transfer hub, enhanced post-admission guidance, targeted housing support, and continued cross-functional collaboration to build on the University's ongoing commitment to transfer student success



## MENTORING HUB

**SPONSOR ORGS:** UVA Human Resources

**PARTICIPANTS:** Eva Blau, David Gellner, Katelyn Hipwell, James Mitchell

The Cornerstone Mentoring Hub project delivered a research-backed plan for a scalable, university-wide staff mentoring program for UVA Human Resources. The team assessed UVA's current mentoring landscape, benchmarked peer institutions, and distilled the design essentials: a dedicated program owner with protected time, structured application and selection, community touchpoints like Mentor Night, and success metrics defined before launch.

Our recommendation is a central, HR-administered pilot spanning three mentorship tracks — career, new hire, and skill development — matched cross-unit via Workday. A three-phase roadmap moves from design and Workday configuration to a pilot cohort, to evaluation and scaling. Our Year One Impact Report serves as the pilot's scorecard, translating outcomes and outlining expenses into making the case for permanent funding.

## PUBLIC ART PLAN

**SPONSOR ORG:** Office of the Architect for the University

**PARTICIPANTS:** Rachel Abdella, Jennifer See, April Sibiski, Sarah Waller

Through conversations with UVA partners and external stakeholders of peer institutions, our team facilitated extensive interviews to define the critical components of a public art plan. From identifying policies, mission statements, timelines, and acquisition goals, to discussing centralization, best curatorial practices, and funding, our team produced an annotated outline describing how UVA may consider creating a public art plan.

The most memorable institutions create places that inspire curiosity, foster connection, and leave a lasting impression. Public art helps achieve these outcomes by transforming everyday spaces into destinations for learning, reflection, creativity, and dialogue that enrich the student experience, enhance the sense of belonging, and create opportunities for engagement that extend beyond the classroom.

A comprehensive public art plan would provide a strategic framework for the selection, placement, stewardship, and long-term development of public art across Grounds and ensure future investments in art are intentional, mission-driven, and reflective of the diverse experiences and perspectives of our community. Furthermore, a public art plan would position UVA to commission landmark works that honor our history while reflecting the innovation, cultural breadth, and creativity that define the University today.

## SYCAMORE HILL: FROM FEDERAL PROPERTY TO UNIVERSITY ASSET

**SPONSOR ORG:** School of Continuing and Professional Studies

**PARTICIPANTS:** Buki Aljiji, Sean Michael Flattery, Christine Haines, Jane Heblich, Ryan McCarthy, Rachel Moneymaker, Hallie Richmond, Brian Williams

For more than fifty years, Sycamore Hill served as the Federal Executive Institute, hosting residential learning experiences for senior government leaders. Today, this 14-acre property houses the UVA Army ROTC and the UVA School of Continuing and Professional Studies (SCPS). Partnering with SCPS and the Professional and Enrichment Programs unit, our team designed a strategy to reposition Sycamore Hill as a sustainable University asset.

Per a 30-year federal deed restriction, the property must be used exclusively for educational purposes, prohibiting commercial rentals. Informed by market research, stakeholder input, and peer benchmarking, we recommend a phased approach: first, hosting events with UVA partners to maximize use with low added cost, followed by expanded SCPS programming.

Financial modeling indicates a break-even operation, balancing annual costs against projected revenues, with strategic staffing investments offering stronger long-term ROI. Our proposal includes operations and event systems to help scale SCPS convenings quickly. Appendices detail parking counts by event size, pre-vetted UVA caterers, housekeeping and AV scopes of work, and ready-to-use event templates.



## **Rachel Abdella**

**The College Foundation**

Rachel is Senior Director of Donor Relations at the College Foundation at the University of Virginia, where she leads stewardship and recognition efforts for Arts & Sciences.

A UVA alumna with a B.A. in Foreign Affairs, Rachel has worked with the College Foundation for over 20 years. She is also a trained classical singer, avid outdoors enthusiast, and enjoys pottery and Charlottesville's vibrant arts and music scene.

In her spare time, she works at a local winery and supports her family's business. Rachel lives in Charlottesville with her two children, two dogs, and two cats.



## **Bukuriye Aljiji**

**Office of the VP for Community Engagement and Equal Opportunity**

Buki Aljiji is the Director of Budget and Finance in UVA's Division for Community Engagement and Equal Opportunity. With more than 25 years of service to the University, she brings extensive experience in financial management, higher education administration, business operations, grants, and organizational leadership.

Her UVA career has included roles in the Office of General Counsel, Vice President for Information Technology and community engagement, supporting executive leadership, managing complex budgets and resources, and strengthening operational systems. Buki's leadership style is grounded in service, collaboration, accountability, and creating clarity in complex situations.

Buki holds a M.Ed. in Higher Education Administration and a B.A. from UVA, along with certificates in Leadership and Paralegal Studies. She previously served as a UVA Staff Senator and currently serves on the board of Charlottesville NOW.

Outside of work, Buki enjoys spending time with her husband and three children, traveling, supporting her children's sports activities, and staying involved in the Charlottesville community.



## **Genevieve Baer**

**College and Graduate School of Arts & Sciences, Environmental Sciences**

Genevieve is the Finance and Administration Manager for the Department of Environmental Sciences, where she collaborates closely with faculty, students, and staff to oversee departmental operations, budgeting, research grants, financial management, and human resources.

Prior to this role, Genevieve served as the Director of Operations for the Osher Lifelong Learning Institute at UVA, a University Affiliated Organization dedicated to enriching the lives of central Virginia's senior population through lifelong learning opportunities.

Genevieve is married and has two children. Outside of work, she enjoys playing music with friends, hiking, and traveling.



## **Eva Blau**

**Darden School of Business, Office of Student Affairs**

Eva is a people-centered person who hopes to empower others in reaching their goals. She enjoys building strong relationships with others and helping to foster deeper connections amongst the UVA community. She also values strategic initiatives, problem-solving, and finding ways to make processes more efficient.

At Darden, her role is focused on student needs within advising, wellness resources, and event/funding oversight. Prior to Darden, Eva was a student career adviser both on central grounds, and at UVA Athletics. Eva received her B.A. and M.Ed. from UVA.

Outside of work, she enjoys spending time with friends, playing board games, and going for long walks.



## **Kenny Bower**

**Facilities Management**

Kenny is a Zone Maintenance Manager in UVA's Facilities Management Department, where he leads a team of 20 tradespeople in maintaining 95 classroom, administrative, dining, parking, and athletic facilities. The team coordinates and performs preventive and corrective maintenance and supports zone specific construction and renovation projects across Grounds.

Prior to joining UVA, Kenny completed the Richmond Electricians' Joint Apprenticeship Training Committee Program and worked as an electrician until joining UVA in 2007. In 2011, he graduated from The University of Richmond with a Bachelor of Human Resource Management.

Kenny is married and has two sons – one is a senior at WAHS and the other is a freshman at MSA. Kenny and his wife enjoy watching and supporting the boy's high school and travel soccer and baseball teams.



## **Priya Date**

**School of Engineering and Applied Science**

Priya is the Director of Graduate Affairs for the School of Engineering and Applied Science at the University of Virginia. As an experienced professional at the intersection of science, education, and administration, she brings a wealth of experience in scientific research, strategic thinking, and collaborative problem-solving.

Her professional trajectory encompasses a decade in life science research as a PhD (University of Cincinnati) and postdoc scientist (Yale University). Transitioning into a role in higher education administration, she leverages her diverse background to build meaningful partnerships. Her goal is to impact diverse populations and empower the next generation of STEM professionals. Her work is informed by her scientific training and by her experiences in science teaching, curriculum development, and career and professional development scholarship.



## Sean Michael Flattery

Frank Batten School of Leadership and Public Policy

In his current role at the Batten School, Sean is passionate about lifelong learning, leading by example, and helping others grow into their strengths.

Before joining Batten, he returned to UVA to study social and institutional power structures, and the systemic inequities they create, completing his B.A. with distinction in Analytic Philosophy. From 2006 to 2021, Sean built a career in nonprofit professional theatre, touring nationally as an actor before moving into leadership roles in technical operations. Those years taught him to foster motivated teams under pressure and develop creative solutions within narrow constraints.

Outside of work, Sean enjoys cycling, cooking, traveling, and spending time with his fiancé and their dog, Sybil.



## Jesse Foster

University Medical Center

Jesse has been with University Medical Center since 2020 and currently serve as a Medication Utilization Strategy Pharmacist. In this role, he is responsible for maintaining the medication formulary, supporting medication policy development, and promoting medication safety. Jesse has worked on medication optimization, implementation, and standardization within the electronic health record (EHR) system.

Before joining the Medication Utilization Strategy team, Jesse worked as an inpatient clinical pharmacist, providing care in internal medicine and cardiology.

He earned his Doctor of Pharmacy degree from Shenandoah University and completed a PGY1 pharmacy residency at Georgetown University Hospital.



## David Gellner

**School of Continuing and Professional Studies**

With over 20 years of experience in IT systems management, David has developed a strong expertise in systems administration, enterprise IT solutions, and technology support across academic, corporate, and public-sector environments. Currently serving as an IT Manager at the University of Virginia's School of Continuing and Professional Studies, he leads IT operations, manage infrastructure migrations, and optimize technology services to enhance efficiency and security.

Beyond the technical landscape, David prioritizes process improvement, team leadership, and knowledge transfer. Whether implementing IT best practices, managing cross-departmental collaborations, or mentoring teams, he strives to bridge technology with business objectives for long-term success.

In his personal life, he enjoys spending time with his wife and two daughters, watching international soccer, making music, and staying active outdoors and in the gym.



## Christine Haines

**UVA Police Division**

Christine is the Senior Manager of Administration for the University of Virginia Police Division. She has over 33 years of experience in public safety.

Christine began her career as a 911 call taker and dispatcher, later serving as a supervisor, Training Coordinator, and states systems liaison.

In her current role, she oversees the Police Services Division, including Police Records, Security Dispatch, Emergency Notifications, the department's vehicle fleet, Quartermaster operations, and civilian administrative staff.

With a deep understanding of operational support and emergency communication, she is committed to working with law enforcement leadership in advancing the efficiency and readiness of public safety services at UVA.



## **Frank Hancock**

**UVA Foundation**

Frank began his term as a Real Estate Project Manager with the University of Virginia Foundation in 2022. His resume includes almost two decades between the firms Timmons Group and Higgins & Gerstenmaier, where he effectively managed specialized and complex projects for a wide variety of institutions. Frank served as a Board member of the Albemarle County Architectural Review Board since 2017. He graduated cum laude from Virginia Tech with a Bachelor of Landscape Architecture.

His interests outside of work include music, reading novels, and playing sports with his wife and three children.



## **Jane Heblich**

**UVA Comprehensive Cancer Center**

Jane has spent the past seven years building the Research Administration and Strategic Planning Operations (RASPO) team from the ground up. A servant-leader at heart, Jane leads with integrity, empathy, and emotional intelligence, cultivating a culture of trust, accountability, and psychological safety within her team.

She is a UVA alumni and, in 2026, became a Court Appointed Special Advocate (CASA), advocating for children navigating the court system.

Outside of work, Jane is a devoted mom to her son and proud dog-mom to three pups, and she recharges through gardening, yoga, and reading.



## **Luke Heneghan**

**UVA Human Resources**

Luke is a project management and continuous improvement leader with more than 20 years of experience across human resources, healthcare, manufacturing, and technology. He leads the UVA Human Resources' Project Management and Continuous Improvement team, driving strategic initiatives, projects, organizational transformation, and process improvement through Lean, Agile, and change management practices.

Prior to UVA HR, Luke led continuous improvement efforts at UVA Physicians Group and held leadership roles at Klockner Pentaplast, PGI, Qimonda, IBM, and Intel.

Luke studied Mechanical Engineering in Ireland and is certified in Lean Six Sigma Black Belt and Prosci Change Management.



## **Katelyn Hipwell**

**UVA Pharmacy Department**

Katelyn serves as Director of the PGY1 Pharmacy Residency Program and coordinate 12 other programs. She earned her PharmD from West Virginia University before advancing into a two-year Health-System Pharmacy Administration and Leadership (HSPAL) Residency at Allegheny General Hospital in Pittsburgh, Pennsylvania, while also earning an MPH from the University of Pittsburgh. Katelyn holds elected positions for state and national pharmacy organizations. All her passion for healthcare has been grounded in leadership opportunities, not only for herself, but the chance to promote others and showcase their abilities.

Katelyn and her husband chase around two kids and two adopted hound dogs.



## **Jai Maupin**

**School of Engineering & Applied Sciences**

Jai is a dedicated higher education professional with a Master's in Executive Leadership and six years of experience in her current role. She specializes in academic advising, program coordination, and process improvement, always striving to enhance student success and streamline operations.

Jai's goal is to continue growing her career in higher education, where she can make a meaningful impact through student-centered service and strategic leadership.



## **Ryan McCarthy**

**Student Affairs**

As Student Affairs Facility Manager at UVA, Ryan supports operations for Newcomb Hall and satellite student activity facilities, collaborating with student organizations, university departments, retail units, and community representatives to deliver exceptional customer service and student experience.

Ryan was recently selected as a Hoos Making an Impact funding recipient to launch UVA's Staff AI Task Force, a peer-led pilot that trains Staff AI Guides to bring practical AI skills to administrative and operational work across Grounds .

Ryan's journey at UVA started as a plumbing apprentice in Facilities Management after moving to Charlottesville with her wife, Maggie.

Ryan holds a Journeyman Plumbing License, a B.A. in Religious Studies from Yale, an M.S. in Sports Administration from Liberty University, and a CrossFit coach certification.



## **James Mitchell**

**Darden School of Business**

James serves as the Director of Global Programs, overseeing all professional and residential Darden students participating in a global course. James is an international project manager with over ten years' experience administering experiential learning and cross-cultural exchange activities.

Previously, at the University of Arkansas Clinton School of Public Service, James supported global field research, international internships, and study away opportunities for graduate students.

Prior to joining Darden, James managed a portfolio of people-to-people exchange and rural economic development projects operating in Sub-Saharan Africa and funded by the United States Agency for International Development (USAID). A professional member of the NAFSA Association of International Educators and the Forum on Education Abroad,

James has worked, traveled, studied, and lived around the world and loves to help students find meaningful ways to do the same.



## **Rachel Moneymaker**

**School of Medicine**

Rachel has been part of the UVA community since 2010. Throughout her career at UVA, she has held a variety of roles across the institution, including positions with the Office of University Counsel, the Department of Cell Biology, University Physicians Group, the UVA Medical Center, and Internal Audit. These experiences have provided her with a broad understanding of the University's academic, clinical, administrative, and operational environments. In her role, she supports strategic initiatives and special projects that advance the School of Medicine's mission in education, research, clinical care, and community engagement.

Rachel earned a B.A.S. in Legal Studies from Kaplan University in 2009 and completed her MBA from Purdue University in 2021.

In her free time, Rachel enjoys spending time with her husband and twin toddlers.



## **Tonyetta Morgan**

**Dialysis and Nephrology**

Tonyetta has over 9 years of progressive leadership experience in dialysis and ambulatory care operations. Currently serving as Director of Clinical Operations in Dialysis and Nephrology, she brings a deep commitment to clinical excellence, operational efficiency, and patient-centered care that improves outcomes and experiences.

Her leadership journey began at UVA, where she held key roles including Assistant Nurse Manager in Dialysis, Clinic Manager in Endocrinology, Interim Director to Director of Clinical Operations for Dialysis and Nephrology. Across these roles, she has led initiatives that have strengthened clinical outcomes, enhanced staff engagement, and optimized care delivery through strategic planning and collaborative leadership.

Tonyetta holds a Master's in Health Administration from Capella University and a Bachelor of Science in Nursing from Liberty University. She is board-certified in Nursing Executive Advanced (NEA-BC), reflecting her commitment to nursing leadership, operational excellence, and high standard in healthcare management.

She leads with vision, compassion, and a strong dedication to improving the lives of patients and the teams that serve them.



## **Minh Nguyen**

**UVAFinance**

Driven by an unyielding passion for numbers and strategic problem-solving, Minh finds it deeply rewarding to transform complex financial data into actionable insights. This passion led her to her current role as a Cost Accounting Lead Analyst with UVAFinance, where she has spent the past five years conducting diverse cost studies across the university. What energizes Minh most is the ever-evolving nature of her work; each day brings new challenges, fresh perspectives, and endless opportunities to learn.

Outside of work, Minh shares life with her husband and a Bernese Mountain Dog named Didi.



## **Rose Oliveira-Abbey**

**Albert and Shirley Small Special  
Collections Library**

Rose joined UVA in 2020 as the Accessioning Archivist at the Albert and Shirley Small Special Collections Library, where she developed the library's first accessioning program. Rose holds an MLIS from Simmons University and an MA in Medieval Studies from Central European University.

Rose serves as a Membership Director on the Staff Senate and is active in the Society of American Archivists, where she co-chairs the Digital Archives Specialist subcommittee. She also served on a working group that developed the first national standards for accessioning.

Outside of work, she enjoys reading, going to live music with her husband, and running in the Virginia humidity.



## **Claire Antone Payton**

**TYDE Grand Challenge**

Claire is an accomplished scholar and program manager who takes big, transformative visions and makes them real. Holding both a PhD in History from Duke and a Project Management Professional (PMP) certification, she is a generative thought partner for both faculty and staff, and a bridge between worlds at UVA. She has leveraged this cultural fluency to lead high-impact initiatives, including UVA's Civil Rights Bus Tour, the Swords into Plowshares project, and UVA's Thriving Youth in a Digital Environment (TYDE) Grand Challenge. She pairs strategic thinking with the social intelligence to build lasting, effective partnerships.

Claire is an intellectual who dreams of a safer, more just world, and a practitioner who works tirelessly to build it.



## **Ryen Pedersen**

**UVA Physicians Group**

Ryen Pedersen is the Manager of Technology Integration and Physician Support Systems at UVA Physicians Group. She has been with the University of Virginia for seven years and leads initiatives focused on improving clinical operations, optimizing technology-enabled workflows, and supporting the evolving needs of care teams.

Ryen enjoys building relationships across clinical, operational, and technology teams to help physicians deliver the best possible care. She is currently a candidate in James Madison University's Innovation MBA program, where she is expanding her knowledge of leadership, strategy, and organizational innovation.

Originally from Chicago, IL, Ryen later spent several years in Minneapolis before relocating to Virginia. Outside of work, she spends as much time as she can outdoors—hiking, paddleboarding, or journaling by the water.



## **Ben Raske**

**McIntire School of Commerce**

Ben is the Director of Student Success Analytics and Assessment at the McIntire School of Commerce, where he provides leadership on strategic data analytics and assessment, project/portfolio management, and decision support activities.

He has been at UVA for 11 years, joining McIntire in 2015, previously serving in student affairs leadership roles at small private liberal arts colleges, where he oversaw programs that fostered community, engagement, and student development. He began his career as a Peace Corps volunteer in Jamaica, partnering with grassroots nonprofits on secondary education and community development. Ben holds an MBA in Organizational Development Consulting and Strategy from Clarkson University, a B.A. in East Asian Studies from Union College, and certifications in Project Management.

Ben loves the Comm School, where he regularly works with both faculty and administrators in a fast-paced, mission-driven, community-focused environment. Outside of work, he is an avid chess player, a long-time fencing instructor, and spends his free time wrangling his unruly children.



## **Hallie Richmond**

**Miller Center of Public Affairs**

As a key member of the Miller Center's communications team, Hallie translates the CEO's vision into compelling narratives that shape the Center's core projects, priorities, and public reputation. Bringing creativity and strategic thinking to her role, she elevates scholar profiles and makes complex research accessible to public audiences on [millercenter.org](https://millercenter.org), which draws more than 5 million unique users annually. She also supports strategic and development initiatives for the Center's Governing Council.

Before joining the Miller Center, she taught writing and literature at the University of Virginia. She holds an AB from Princeton University, an MA from Johns Hopkins, and a PhD from the University of Virginia.



## **Kirsten Samuels**

**School of Data Science**

Kirsten considers herself an old-ish dog who loves to learn new tricks. After 30 years in retail and e-commerce, she pivoted to higher education by joining UVA's School of Data Science in 2022. Kirsten leads initiatives that highlight the School's mission, people, and impact across digital, print, and social platforms.

As an alumna, parent of a third-year Hoo, and member of the Staff Senate, she brings a lifelong connection to the University.

Kirsten lives in Orange County with her husband Charles and their two dogs, Gus and Captain America. Her free time is spent practicing yoga, swimming, gardening, and traveling.



## **Kate Schoenster**

**School of Medicine, Department of Pediatrics**

Kate has been the Employment Cycle Coordinator with the Department of Pediatrics for almost six years. She holds a degree in Cognitive Science from the University of Virginia. Kate had a prior career in hospitality/restaurant management. In addition to her professional responsibilities, she is actively involved in her community, and also serves on the Board of Directors for her HOA. With this variety of experiences, Kate brings a unique perspective to her role in Pediatrics.

Outside of work, Kate enjoys spending time with her husband and toddler, as well as their rambunctious border-collie mix. Kate is passionate about traveling and exploring new places!



## **Holley Schwantes**

**UVA Health**

Holley received a BS in Chemistry from James Madison and then went on to receive her PharmD from Wingate University. After a year of residency, she practiced as a Critical Care/Emergency Medicine pharmacist at a couple different hospitals on the east coast.

Holley came to UVA in 2020 as a Medication Use Strategy Pharmacist and has since transitioned to her current role as a Pharmacy Clinical Operations Manager.

In her free time, Hollee enjoys watching sports, playing tennis, and spending time with her husband and three kids.



## Jennifer See

### UVA Human Resources

As a people leader, Jennifer is passionate about coaching, mentoring, and developing the next generation of Human Resources professionals. With nearly 30 years of experience in the field, she has embraced the evolution of HR—from administrative support roles to strategic business partnership—and continue to thrive in an ever-changing landscape.

In her current role, Jennifer has the privilege of serving the entire UVA community across all entities, gaining a unique perspective into the full spectrum of the candidate and employee experience—from the highs to the challenges.

She holds a BS in Business Administration from the University of Mary Washington, along with a Professional in Human Resources (PHR) certification and a Certified Professional (SHRM-CP) designation from the Society for Human Resource Management.

Jennifer is a huge sports fan and enjoys painting and reading in her free time. Nothing makes her happier than spending time with her husband and daughter (who is a Junior at Penn State University).



## April Sibiski

### External Relations

Over the past 20+ years as a talent management professional, April Sibiski has built a rich portfolio of experiences in both higher education and healthcare. She's a compassionate leader, communicator, and innovator who loves a personal connection and a juicy spreadsheet with equal fervor. She's well-versed in all aspects of talent management and human resources, with a particular focus on talent acquisition, onboarding, career development, engagement, benefits, and retirement.

She joined UVA's External Relations team in 2022 as a transplant from Gainesville, Florida, where she did similar work at the University of Florida.

Outside of the office, she is an avid reader, a Pilates devotee, and an ardent fan of Formula One racing.



## David Stephens

Housing & Residence Life

David leads the Finance team for UVA's Housing & Residence Life unit, overseeing an operating budget of \$64M annually with over 2.5 million square feet under management. His business passion is multi-year financial planning and budgeting.

A long-time Hoo, David has worked for the University for 16 years and has a Master of Teaching from the School of Education and Human Development. Before that, he earned his B.A. in English from Kenyon College. David is an 2023-24 Alumnus of NACUBO's Emerging Leaders Program.

David and his wife have lived in Charlottesville since 2006 and have two teenage children. He and his family love travel, good books, and games (both tabletop and video). David is an excellent cook and is a serial dabbler in related subjects, most recently coffee brewing.



## Rose Tyree

UVA One Stop

Rose is the Director of UVA One Stop, UVA's central hub for Enrollment services, which launched in August 2025. We provide a warm, welcoming environment for students, families, and University colleagues as the main contact for Undergraduate Admission, the Registrar, and Student Financial Services.

Rose joined UVA in 2023 as Director of Customer Service for Student Financial Services before moving into her current role. With 20 years leading service teams in retail, contact centers, and e-commerce, she enjoys building strong teams and improving the experience for those we serve.

Outside work, Rose is a big fan of comic books, superhero movies, and video games.



## **Sam Waddell**

### **Information Technology Services**

Sam joined UVA in 2020 after working in higher-education IT and earning his MBA. In ITS, he has led technology upgrades and process improvements, collaborating with diverse teams to align projects with university priorities. These partnerships have helped him build valuable relationships and gain insight into the challenges faced by various departments.

Outside of work, Sam enjoys running, hiking, and exploring local trails with his wife and four children, encouraging healthy habits in our family. He participates in coaching local youth sports in addition to seeking opportunities for personal and professional growth.



## **Sarah Waller**

### **UVA Alumni Association**

Sarah has been with the UVA Alumni Association since 2012 where her daily routine includes meeting with alumni families to steward their high school student through the college application process.

Sarah studied art history in undergraduate and graduate school (American University). She enjoys staying closely connected to the arts in Charlottesville through various organizations and making genuine connections with people.

Sarah lives in town with her husband Derrick Waller (Col '02), and their three bubbly children: Josephine (4), Warren (3), and Grace (1), as well as their golden retriever, Nelson (10). On weekends, she is often running around for activities, coordinating park playdates, gardening in her yard, and spending time outdoors.



## **Brian Williams**

### **Facilities Management**

Brian serves as the Acting Associate Director for Construction at Facilities Management and has been a part of the University of Virginia community since 2019.

Prior to joining UVA, he accumulated over a decade of experience in various roles within the Architecture, Engineering, and Construction (AEC) industry and is a licensed architect.

Brian leads a team responsible for managing major design and construction projects across Grounds, including those in Housing, Athletics, Research/Academic, and the Health System. He also initiated the UVA Facilities Management Drone Program and has taught the Virtual Design and Construction course in the School of Engineering for several semesters.

Brian earned a Bachelor of Science in Architecture, cum laude, from the University of Virginia in 2006. After several years of professional practice, he went on to complete a Master of Architecture and a Master of Science in Building Construction Science and Management from Virginia Tech in 2016.

Outside of work, Brian enjoys playing and coaching soccer, running, traveling, and spending time with his wife and two young boys.



## **Carrie Worcester**

### **Institutional Research and Analytics**

Carrie Worcester is Assistant Director in Institutional Research and Analytics, where she has worked since 2015. She focuses on higher education rankings and benchmarking, federal and state reporting, and data requests from the Provost's and President's offices in support of strategic planning.

Prior to her current role, Carrie supported faculty across the University with planning, implementing, and reporting on assessments of student learning. She earned a Master's degree in Educational Psychology – Research, Statistics, and Evaluation from UVA's School of Education and Human Development in 2020.

Before coming to UVA, Carrie taught third grade in Tulsa, Oklahoma through Teach For America and worked as a data analyst at a K-12 charter school network in Austin, Texas.

Carrie lives in Charlottesville with her husband, Nikhil, and one-year-old daughter, Nina. When not at work, she enjoys spending time with family, traveling, reading, hiking, and exploring central Virginia.

# THE CORNERSTONE PROGRAM

## SUCCESSION DEVELOPMENT

21

past participants  
are **CURRENT MENTORS**

56%

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

393

**PARTICIPANTS**  
in 12 years of  
the program

35%

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.**

14 **BUSINESS**  
**UNITS**

& 10 **SCHOOLS**

are in Cohort XII

### Jennie Babcock\*

UVA Human Resources

### Cecil Banks\*

Office of the President

### Megan Barnett

Office of the EVP and Provost

### Kate Beach\*

Darden School of Business

### 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

### Emma Candelier\*

School of Data Science

### Joey Carls\*

Office of the Senior Vice  
President of Operations

### Joe Derrico\*

University Medical Center

### Kelly Doney

Information Technology  
Services

### Keith Donnelly\*

Information Technology  
Services

### Laura Duckworth\*

Facilities Management

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### Michael Goetz\*

External Relations

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School of Medicine

### Kerry Grannis

College of Arts & Sciences

### Ann Lawrence Grasty

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Professional Studies

### Alexa Jeffress\*

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### Jannelle Jennings\*

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Office of the EVP and COO

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Professional Studies

### Mary McKenzie

University Physicians Group

### Jenn Oliver

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### Patti Pate

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Office of the Architect for the  
University

### Shernita Rochelle

UVA Human Resources

### Jill Rockwell\*

Batten School of Leadership  
and Public Policy

### Ellen Root\*

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Human Development

### Siri Russell

School of Data Science

### Mary Frances Southerland

UVA Health

### Mark Stanis\*

Facilities Management

### Dave Stebbins\*

UVA Health

### John Teahan

School of Education and  
Human Development

### Justin Thompson

McIntire School of Commerce

### Justin Vesser\*

University Medical Center

### Blake Watson

Facilities Management

### Lily West

UVA Alumni Association

### Melynda Zarzyski\*

UVA Human Resources

\*former Cornerstone Program participant

# INTRODUCING COHORT XII

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**Sandy Bakoczy**

UVA Human Resources

**Michelle Ball**

Student Affairs

**Kelli Barnette**

Office of the EVP and Provost

**Sherri Brown**

UVA Library

**Shanna Carmack**

Office of the Senior Vice President of Operations

**Sarah Davies**

School of Law

**Britton Dunnivant**

School of Nursing

**Spencer Elliott**

University Medical Center

**Savanna Galambos**

School of Education and Human Development

**Jill Golasewski**

School of Continuing and Professional Studies

**Bryson Goolsby**

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School of Engineering and Applied Science

**Amanda Gregg**

School of Engineering and Applied Science

**Michelle Ha**

University Medical Center

**Jennifer Herrera**

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School of Medicine

**Ellie Kates-da Silva**

McIntire School of Commerce

**Kim Knotts**

School of Medicine

**Ewa Kubicka**

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**Shaun McCready**

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**Jamie Reid**

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**Caitlin Riopel**

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**Jackie Khawand Ward**

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**Kara Watts**

School of Medicine

**Megan Winter**

Darden School Foundation