



Emerson Aviles



Cecil Banks



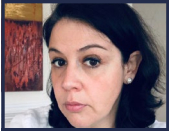
Kate Beach



Sadie Royal Collins



Jessie Copeland



Gabriela Garcia Largen



Cheryl Gearhart



Kathy Grove



Tara Hackenberg



Rachel Harbin



Jennifer Hasher



Anna Hodges



Dan Jacobs



Kyle King



Melody Lain



Kelli Martin



Georgia Meyer



Marie Pace



Mike Payne



Nat Perkins



Sarah Rogis



Rich Salaway



David Sauerwein



Shantal Savage



Steve Sherman



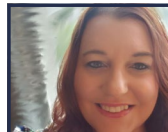
Kristie Sojka



Mary Stepanski



Emma Terry



Erin Trost



Shannon Wampler

THE CORNERSTONE PROGRAM

COHORT VI GRADUATION
Thursday, September 24, 2020
10:00 - 11:30am

[Zoom Link for Program](#)

AGENDA

WELCOME

CAROLYN CULLEN • Director, Talent Management,
UVA Human Resources

REMARKS

JAMES RYAN • President

PARTICIPANT IMPACT STATEMENT

SHANTAL SAVAGE

TEAM PROJECT PRESENTATIONS

Please hold questions for the Virtual Project Showcase

REMARKS

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

FINAL COMMENTS

CAROLYN CULLEN

VIRTUAL PROJECT SHOWCASE – BREAKOUT ROOM LINKS

PROJECT 1

[Childcare for UVA Employees](#)

Passcode: 478496

PROJECT 2

[HR Competencies](#)

PROJECT 3

[Art in Library Spaces](#)

PROJECT 4

[Shared Equipment/Asset Inventory Process for the College and Graduate School of Arts & Sciences](#)

Passcode: 413569

PROJECT 5

[Fiscal Transparency: Supporting The Miller Center and Similar Activity Centers With Best Practices in Budgeting and Reporting](#)

Passcode: Wahoowa

PROJECT 6

[Pivoting Event Planning in COVID Times: The Women's Center](#)

Passcode: women

PROJECT 7

[One Community Engaged: A Study of UVA Staff Volunteerism](#)

Passcode: 023046

CORNERSTONE ALUMNI NETWORK

Passcode: 320837

PROJECT 1

Childcare for UVA Employees*

SPONSOR: Adam Weikel
POINT PERSON: Rebecca Gristina
PARTICIPANTS: Sarah Rogis, Jessie Copeland, Marie Pace, Rachel Harbin, Mike Payne
*Passcode: 478496

The goal of our project was to define and measure the impact of issues employees at UVA face concerning childcare. Through surveys, research, interviews, and focus groups, we identified several key challenges and opportunities for UVA employees seeking childcare. Primary challenges identified include long waitlists (more demand than space), daycare cost, alternate schedules (shift workers/medical center residents), and lack of knowledge about available opportunities.

To further assess the accuracy of these assumptions, the project group has developed and vetted with project sponsors an employee survey to gather broad and robust data and have suggested a post-COVID pandemic survey launch. The outcome of this survey effort could be improved data to act as a catalyst for additional time and financial investment in response to identified challenges. The project team also recommends the development of a central HR webpage that consolidates both UVA and local community childcare-related resources and programs for ease of access and transparency. The project team further suggests continued benchmarking with private industry peers who have well-known/successful childcare programs and that UVA consider ways to incorporate additional childcare-related benefits to help shift the culture at UVA to a family-centered and work/life balanced community. The benefits of these recommendations could lead to increased retention and employee satisfaction and more successful recruiting results. These outcomes therefore link this project directly to the University's strategic priority to strengthen our foundation by supporting our faculty and staff.

PROJECT 2

HR Competencies

SPONSOR: John Lew
POINT PERSONS: Anne Williams and Anna Kelleher
PARTICIPANTS: Anna Hodges, Erin Trost, Melody Lain, Sadie Royal Collins

Imagine a job interview where you asked powerful questions that unlocked a candidate's potential and allowed them to demonstrate how their experiences, background, and perspectives would add value to your organization. Behavioral interviewing does just that - it creates space to dive deeper, learn more, and better evaluate candidates for a role. Leveraging Korn Ferry's trusted global competency framework, our team developed a set of behavioral interview questions for each Korn Ferry competency, as well as mapped the competencies to the UVA Health's ASPIRE framework. Now, recruiters and hiring managers have a tool to consistently identify the best candidates for every role at the University.

PROJECT 3

Art in Library Spaces

SPONSOR: Brenda Gunn
PARTICIPANTS: Kelli Martin, Jennifer Hasher, Kathy Grove, Gabriela Garcia Largen, Emerson Aviles, Kate Beach, David Sauerwein

Since the University's founding, the Library has served as a focal point for the community. As the Library enters its third century, it continues to serve students, faculty, and staff while welcoming the Charlottesville community into its spaces. Our project responds to the staff proposal to solicit new ideas for exhibits in its various buildings that engage our community in dialogue and reflect the diversity of the community; and further, to develop a proposal for a specific exhibit.

The newly renovated Clemons Library First Floor Reading Room was offered as the setting of the pilot exhibit. We toured the site to better understand the possibilities of that space. The Library seeks to be a positive force in the region and hopes that these exhibits will connect with a variety of exhibitors and audiences. With this in mind, we explored three options of exhibits and curators.

The proposal, selected in partnership with the University Library, is an exhibit of afghan squares knitted or crocheted by the UVA student group of Warm Up America. Students knit the squares and sew them together into blankets that are distributed to local shelters or through the Red Cross. We chose this student group because the work is largely unknown by the UVA community and we believe that showcasing it will bring awareness to the students and causes involved. Our project deliverables include language for a fundraising prospectus; an exhibit template including a list of additional exhibit ideas our group brainstormed; and an executable plan for putting future exhibits together addressing cost estimates, issues related to permissions and insurance, and suggestions for marketing and outreach.

PROJECT 4

Shared Equipment/Asset Inventory Process for the College and Graduate School of Arts & Sciences*

SPONSOR: College and Graduate School of Arts & Science Dean's Office
POINT PERSON: Judy Giering
PARTICIPANTS: Rich Salaway, Shantal Savage, Mary Stepanski
*Passcode: 413569

In an effort to properly steward time and financial resources, the College and Graduate School of Arts & Science Dean's Office is aiming to solve an age-old problem; where is our stuff?

To address this problem, the team assessed the current state in several Arts & Sciences departments, interviewed those who manage inventories, observed their current process, and learned the tools/systems they use. In this presentation, we look to identify the specific needs that each area has for inventory management, and gaps in their current process. We then compiled the baseline needs of various users for comparison of their current tools as well as additional products identified by our team. We highlighted opportunities to further optimize current tools and proposed ways to further vet the selecting of a product for inventory management for the entire College. The summary comparison of products, both currently in use and available in the market, provided guidance for moving toward a standardized method with generalized applicability across the College of Arts & Sciences.

PROJECT 5

Fiscal Transparency: Supporting The Miller Center and Similar Activity Centers With Best Practices in Budgeting and Reporting *

SPONSOR: Miller Center
PARTICIPANTS: Dan Jacobs, Kyle King, Nat Perkins, Steve Sherman
*Passcode: Wahoowa

Our project focused on the budgeting process for activity centers at UVA. These centers serve a wide array of purposes functionally, and each has a unique set of reporting structures, challenges, and solutions. That impressive diversity is reflected in their wide range of budgeting methods, resulting in an opportunity for our project to identify and share best practices to help these centers be more consistent, more efficient, and more effective in their accounting and reporting.

In order to achieve this goal, our project team worked with our sponsors to develop a list of key questions for fieldwork, and we interviewed representatives from eleven centers to discuss their internal budget operations and financial reporting procedures. After analyzing results and identifying common themes from our discussions, our group issued several recommendations, including: (1) facilitate a bridge-building networking group for centers to share ideas, identify challenges and solutions, and implement best practices; (2) explore the possibility of shared service and staffing agreements between centers; (3) establish a financial literacy training program for aspiring leaders at the University; and (4) develop and expand guidance on the University budget process. In conclusion, our team believes that capitalizing on the existing strength found throughout our centers will help ensure a strong financial future for all.

PROJECT 6

Pivoting Event Planning in COVID Times: The Women's Center*

SPONSOR: The Maxine Plutzer Lynn Women's Center at UVA
POINT PERSON: Abby Palko
PARTICIPANTS: Tara Hackenberg, Emma Terry, Georgia Meyer
*Passcode: women

Our team partnered with the Maxine Plutzer Lynn Women's Center to participate in the centennial celebration of women at UVA. We initially met with the Center's leadership to discuss specific ways we could assist them in the planning of a celebration, and made plans to help facilitate the piece of the program that would include the community by exposing local schools (students and educators) to the speakers and programming being planned.

Due to the pandemic and the postponement of the centennial celebration, our team has spent time with the Center's leadership to find other ways we can be productive. Our project team focused on assisting with the planning and promotion of the virtual celebration of the Distinguished Alumnae award event, held September 23, 2020.

In the spirit of involving community, specifically K-12 students and educators, these folks were invited to the virtual Distinguished Alumna Award presentation, which celebrated Nancy Howell Agee from the School of Nursing and Marion Weiss from the School of Architecture. We reached out to guidance counselors, school administrators, and career builders, to invite them to answer any questions, and encouraged their students to participate in the Zoom webinar. Students will be able to hear about these amazing careers of these women and the path they took to get them where they are today.

PROJECT 7

One Community Engaged: A Study of UVA Staff Volunteerism*

SPONSORS: Louis P. Nelson, Kevin McDonald, Carolyn Dillard
POINT PERSON: Carolyn Dillard
PARTICIPANTS: Cecil Banks, Cheryl Gearhart, Kristie Sojka, Shannon Wampler
*Passcode: 023046

University-community partnerships bring a richness to the higher education experience, as well as to the community. Effective partnerships help build bridges which facilitate long-lasting, two-way learning. This two-way learning helps the community, but also helps UVA better understand needs of the community, become a stronger resource, and make staff members aware of the community's needs. Additionally, our workforce is part of the community, so it is mutually beneficial to have a strong, vibrant, and healthy relationship with the community.

One of the goals of this project was to gain a better understanding of how University staff volunteer in the community. A survey of staff helped identify involvement in the community both as part of their employment at UVA and volunteerism outside of work. Data collected via the survey was utilized by the University-community liaison to facilitate connections between staff and community, and created a dataset of staff expertise and interests.



Emerson Aviles
School of Nursing

Emerson Aviles is the Senior Program Coordinator for the Inclusion, Diversity, and Excellence Achievement Initiative (IDEA) at the UVA School of Nursing. In this role, he coordinates student engagement activities and supports IDEA by contributing to the development of pedagogy workshops and inclusivity trainings. Emerson is a graduate of UVA, earning his Bachelor's of Arts in Music. He went on to complete UVA's accelerated Master of Public Health Program in 2017, making him a double 'Hoo. As a student, Emerson was involved in diversity efforts across Grounds, including advocacy and peer mentoring for Latino students. During his time as a graduate student, he developed a passion for global health and served as a teaching assistant for two public health sciences classes abroad and was a Center for Global Health scholar. Now, Emerson plays a vital role with Nursing Students Without Borders as he advises and leads students to El Salvador for a cultural immersion on healthcare in a lower-income country. A native of Richmond, VA, Emerson enjoys spending time outdoors with his two Cocker Spaniels and one Great Pyrenees. Currently, he is training for his second half marathon this fall. When not traveling (or running), you can find Emerson watching Netflix, playing his saxophone, or discovering new restaurants around Central Virginia.



Cecil Banks
UVA Advancement

Cecil Banks is the Director of Donor Relations for University Advancement at UVA, a position he has held since June 2020. In this role, Cecil leads a team of advancement professionals charged with planning and implementing strategic stewardship and high-level engagement opportunities for University donors.

A native of Richmond, Virginia, Cecil earned a Bachelor of Arts degree from UVA in 2003. He returned to Charlottesville in 2005 to work in student and alumni engagement at the UVA Alumni Association. There, Cecil was responsible for the strategic planning and logistical coordination of Reunions Weekend, Football Weekends at Alumni Hall, Homecomings and Young Alumni Reunion, Black Alumni Weekend, affinity and alumni interest reunions, and volunteer recruitment and engagement.

In 2015, Cecil joined the Office of the President as Associate Director of Major Events and served as staff lead for the African American Alumni Advisory Group to the President, represented the Office of the President on Diversity Council, and planned events on behalf of the Office of the President. Cecil assisted with the planning of the University of Virginia's Bicentennial Commemoration, the Inauguration of President James E. Ryan, and the Honor the Future Capital Campaign Launch Weekend.

Cecil and his wife Shannon have two sons, Edward and Aiden, and an extremely spoiled dog, Sabre.



Kate Beach
Darden School of Business

As the Director for Global Engagement, Kate Beach leads the Darden Center for Global Initiatives (DCGI) activities and engagement with external stakeholders, including outreach, communication and marketing. She oversees the planning and execution of the Center's engagement events in key markets, manages relationships with key stakeholders, including the Dean's Global Advisory Council and international alumni, and works with faculty on collaboration with partner schools for design and offering of International Partner Programs. Alongside Darden's Communications and Marketing team, Kate promotes Darden's global activities, interfacing with other departments to gather and share global stories through various Darden and DCGI print and online publications.

Prior to joining DCGI, Kate earned an M.Ed. in Higher Education Administration from the University of Virginia's Curry School of Education. While a graduate student and afterwards, she worked in various positions at the Institute for Shipboard Education, most recently as the Assistant Director of Academic Affairs and Registrar. Kate has visited approximately 30 countries around the world and she is passionate about creating greater global understanding and collaboration.



Jessie Copeland
School of Medicine

Jessie Copeland is the Organizational and Engagement Manager for the University of Virginia Pediatrics Department. She came to UVA in 2017 after leaving the Rockfish Wildlife Sanctuary, a non-profit, wildlife rehabilitation facility, where she was the Associate Director. Jessie grew up in Charlottesville, and after graduating from Christopher Newport University with a degree in biology and a minor in anthropology, moved back to Charlottesville where she and her husband are raising their two-and-a-half year-old son Leo, as well as their four-month-old son, Cole. Jessie was thrilled with the opportunity to participate in the Cornerstone Program, and looks forward to furthering her leadership skills, making new connections, and being a part of such a prestigious cohort.



Gabriela Garcia Largen
UVA Human Resources

For the past two years, Gabriela has been serving as the Director for the HR Solution Center at UVA, supporting over 30,000 employees across three entities (Academic Division, UVA Health, and the University of Virginia Physicians Group) in approximately 120 HR processes within an HR shared services delivery model and three teams (Inquiry, Benefits/Leave, and Talent Support). With over 15 years of experience in Human Resources, Her expertise lies in leading successful launches of HR shared service centers around the globe, designing and leading strategy, processes, and programs for domestic and global operations.

She is also a proud global learner, having earned her bachelor's degree from ITESO University in Mexico and an Master of Science degree from the University of East Anglia in the UK.

She looks forward to expanding her leadership skills while partnering with other talented individuals in the Cornerstone Program.

On a personal note, she was born and raised in Guadalajara, Mexico and enjoys Zumba very much.



Cheryl Gearhart
Information Technology Services (ITS)

Cheryl Gearhart is the Director of CACS Project Management in Information Technology Services. An IT professional with over 30 years of experience, her career started as a software developer, but quickly transitioned to project management as she realized her preference to interact with people rather than computers. In her current position, she enjoys using technology to solve problems. Cheryl has worked with individuals across the University on a variety of projects in her 18-year tenure. Outside of work, Cheryl enjoys movement of any kind including running, walking, hiking, and biking. She also enjoys traveling with family and discovering new places.



Kathy Grove
Office of the University Building Official

Kathy Grove is Senior Architect and Sustainable Design Coordinator in the Office of the University Building Official. She conducts design reviews and construction inspections to ensure our buildings and Grounds are safe and comply with building codes, ADA and University standards. Kathy collaborates with students, the Office for Sustainability, the Office of the Architect, and other groups working at the intersection of sustainability, design and construction. She was a director with an international architecture firm and also the proprietor of a design practice specializing in healthy design and building material evaluation prior to joining UVA.

Kathy has a Master of Architecture degree from Syracuse University, and is a licensed Architect and Certified Building Official. One highlight of her time at UVA is designing the pavilion which displays a section of the Berlin Wall near Alderman Library; the structure is 100% recyclable and designed to be disassembled and moved in the future. Outside of work, Kathy has renovated her city home and replaced the grass yard with a native plant garden. While working from home this year she has witnessed so many bird fledglings that a display of 'Abandoned Nests of Covid' is a work in progress on the wall in her studio.



Tara Hackenburg
UVA Advancement

Tara has been with the University of Virginia School of Medicine fundraising team for almost eight years. In her role, she has been responsible for securing resources for the SOM that help enrich the student and faculty experience, provide scholarship assistance to students, and provide hospital departmental support. As a regional development officer, she is on the road often, traveling throughout parts of Virginia, the entire Northeast and Southern California for meetings with SOM and BIMS alumni as well as parents of SOM students.

Prior to her career at UVA she was a development officer at Culpeper Regional Hospital Foundation (now Novant Health UVA Culpeper Medical Center) where her fundraising focus was primarily community-based to help meet the needs of a growing community and a small community hospital.

A graduate of Elon University, her studies were focused on obtaining degrees in political science and history. Because of Elon's focus and requirement for all students to participate in volunteer activities and service projects, she early on developed a keen interest in the not-for-profit sector and fundraising, seeing first hand the positive effects philanthropy can have on institutions large and small.



Rachel Harbin
Facilities Management

Rachel Harbin is an operations professional with a strong program management background. She has been with UVA Facilities Management in the Programs and Informatics department since 2014. In her current role as Preventive Maintenance Programs Manager, Rachel oversees lifecycle stewardship of over 50,000 of the University's building systems and equipment, ensuring optimized maintenance and code compliance. Rachel provides support to multiple departments through IWMS (Integrated Workplace Management System) data governance, analytics, and enhanced reporting. Rachel further supports sustainability initiatives as the Green Workplace Leader for her department.

A Double Hoo, Rachel started out at UVA as an undergraduate, earning her bachelor's degree in Environmental Thought and Practice and later a master's degree in Urban and Environmental Planning through UVA's School of Architecture. Working with community housing and sustainability non-profits after graduate school, and more recently with Facilities Management, she has an appreciation for the built environment and its integral role in supporting safe, sustainable, effective learning, and living spaces.



Jennifer Hasher
Darden School of Business

Jennifer's career in publishing started in 1997 at Silverchair Science + Communications (now Silverchair Information Systems). Her initial role was as a compositor, using QuarkXPress and FrameMaker for STM book layout. As publishing evolved, her focus shifted to bridging the gap between print and online content, especially through XML single-sourcing. Her role at Silverchair evolved as well –from compositor to Structured Content Manager to Director of Content Management.

After 14+ years with Silverchair, Jennifer joined Darden Business Publishing (DBP) at the University of Virginia's Darden School of Business in April, 2012. DBP publishes business cases for use by faculty and students at Darden as well as other schools. Initially, Jennifer served as the Marketing Systems Manager, handling the day-to-day management of the DBP website, the content management system, and DBP's relationships with external distribution partners. Additionally, she led the efforts to develop DBP's new case conversion and distribution platform, which automated creation and distribution of XML, ePub, and PDF documents.

In 2015, Jennifer was named the Assistant Director of Darden Business Publishing. Her duties include recruiting, training, and supervising DBP's editorial staff; managing the editing and marketing systems; budgeting; reporting; and distributing DBP content to designated distribution partners.

Jennifer earned a Bachelor of Arts degree in English from Virginia Tech. She lives in Fluvanna County with her husband, her son, and a dog named Beamer.



Anna Hodges
School of Engineering and Applied Sciences

Anna Hodges is the Senior Director of Development, Strategic Initiatives and Operations at the School of Engineering and Applied Science. In this role she manages annual giving, prospect management, reporting, stewardship, communications, and day to day operations. Prior to UVA Engineering, Anna held positions at University Advancement, George Washington's Mount Vernon, and The Lukens Company. Anna currently serves as a co-chair for the Annual Giving Community of Practice at UVA. When not working, she enjoys spending time with her rescue spoodle, Ollie, and the Charlottesville food scene.



Dan Jacobs
UVA Athletics

Dan joined the Virginia Athletic Academic Affairs staff in 2015. He serves as the Academic Coordinator for men's soccer, women's track and field, and a group of football student-athletes, supporting them directly to reach their academic potential. In his role, Dan monitors eligibility, progress toward degree, and the individualization of academic interventions.

Prior to UVA, Dan worked within the Student Academic Enhancement Program at the University of Southern Mississippi as an Academic Counselor for student-athletes. During this time, Dan also served as the Life Skills Coordinator, organizing a comprehensive life skills program including career and personal development events and community service opportunities. He previously worked in student athlete support services as an intern at the University of Delaware. Dan is a 2011 graduate of Western New England University where he received a Bachelor of Science degree in Business Administration. He finished a Master of Education in Sport Leadership from Virginia Commonwealth University in 2012. While at VCU Dan was a student-athlete mentor and tutor.

He lives in Charlottesville with his wife, Katherine, and their husky/lab rescue, Harper.



Kyle King
UVA Athletics

Kyle King has served as a Senior Administrative Assistant for UVA athletics since June, 2018. Prior to this position, King worked as an Assistant Director for the Georgetown Athletics Annual Fund where he assisted with a variety of data analytics projects.

King graduated from Virginia in 2014 with a bachelor's degree in government and media studies. As an undergraduate at UVA, King served as a Lead Student Operations Assistant from 2010-2014 in the football office.

Following his graduation, he interned with the Philadelphia Eagles under Head Coach Chip Kelly from July, 2014 until May, 2015 where he assisted with team operations, NFL Draft prospect research, and in-game data tracking. King returned to UVA in June 2015 as an Administrative Graduate Assistant in the football office while completing his graduate degree in higher education administration from UVA's Curry School of Education. He later worked as a Graduate Assistant for UVA's former executive associate athletics director.

Kyle is married to Ashley who works as a school counselor at Stuarts Draft High School.



Melody Lain
Medical Center

Melody Lain is the current Clinical Manager of Radiation Oncology at UVA Health. She is a licensed radiation therapist and has served in various roles from student to manager within the radiation oncology department throughout her 27-year career at the University of Virginia Health System. Melody has presented several times at the American Society of Radiologic Technologists Radiation Therapy Conference and has assisted with several publications and grants. With a focus on patient centered care and customer service, Melody assisted with the implementation of Patient Friendly Access. After the successful completion of that project, those efforts are now being redirected to the MR linac, the first in the state. Melody currently resides in the beautiful Shenandoah Valley with her French bulldog, Barkley, and cat, Mittens. Her favorite hobby is traveling, to the extent that she has taken a part-time job with Delta to support her traveling addiction. When she isn't working or traveling, she is usually sleeping. She also enjoys spending time with family, hiking, and attending local sporting events.



Kelli Martin
The College Foundation

Ms. Martin serves as Director of Operations at the College Foundation of the University of Virginia, where she oversees legal and compliance and provides operations reporting to the foundation's leadership team and Board of Trustees. As an attorney, Kelli's expertise is within the scope of regulatory commissions in banking and finance. Her previous experience included founding roles at Global Oak Capital Markets, LLC and Anchor Digital, Inc., as well as roles at Everbank, Bank of America, and international exposure with Merrill Lynch UK. Ms. Martin graduated with a Bachelor of Arts degree in Foreign Affairs from the University of Virginia and has a J.D. from the George Washington University Law School. Ms. Martin is a member of the Virginia Bar.



Georgia Meyer
UVA Human Resources

Georgia Meyer is owned by a spoiled-rotten Airedale Terrier. She has completed seven half-marathons, one marathon and a half ironman. (Read "susceptible to peer pressure.") One time, she actually got out of Target with only the items she specifically went in to purchase. Contrary to popular belief, Georgia did not move here to better stalk Dave Matthews; that is just a bonus! Making people laugh and giving back to her community brings her unlimited joy. If you need help decorating your home or planning an event, Georgia is your girl! She would love to find someone to go rock climbing with if anyone is interested. Georgia is always up for just about anything, and she loves trying new things. She is a graduate of The University of Tennessee (go Vols!) and has been a proud member of the UVA community since April, 2018. Georgia is a Human Resources Senior Business Partner, and supports the Darden Graduate School of Business, the School of Nursing, and the School of Medicine.



Nat Perkins
UVA Foundation

Nat Perkins has been with the University of Virginia Foundation (UVAF) as a Senior Project Manager on the Real Estate Development team since 2017. In this role, Nat has managed some noticeable construction projects, including the demolition of the Cavalier Inn and the construction of the new office building on Old Ivy Road which is occupied by University Communications, University Advancement and University Human Resources.

Prior to joining UVAF, Nat was principal for Bend Properties, a real estate development and construction management firm in Charlottesville. Nat has a combined experience of over 30+ years of real estate development experience including residential, commercial, and heavy civil/highway. Nat is a licensed professional engineer, a licensed general contractor and holds a Bachelor of Science. and Master of Science in Civil Engineering.

Nat is most proud of his family including his wife of 29 years, Erica, his son, Dow (26), his daughter, Brie (23), and their two Labrador retrievers.

In his spare time, Nat enjoys spending time outdoors with gardening, hiking, hunting and fishing and taking in all of the local entertainment options.



Marie Pace
Curry School

Marie Pace has been a member of the UVA community for over 20 years, beginning her career at the Darden School of Business in the late 1990s and joining the Curry School Foundation in 2016. Marie held multiple roles while at Darden, from managing the hotel property, providing administrative support to the Senior Associate Dean for Finance and Administration, and serving as the Director of Administration for Executive Education. In 2016, Marie transitioned to the Curry School Foundation as the Director of Development Services, where she provided support for the Foundation's Board of Directors, managed the portfolio assignment and prospect management process, planned and supported Foundation events, and provided stewardship for donors. Most recently, Marie accepted a position within the Leadership, Foundations and Policy Department at the Curry School as the Unit Administrator. In this role, Marie manages the department's daily operations, including finance and budget, academic administration, procurement, accounts payable and accounts receivable. Marie's background has provided her with experience creating and managing budgets, forecasting revenues based on enrollments, supervising a team of dedicated employees, building strong working relationships with faculty, staff and administration, and a broad understanding of UVA processes and procedures.



Mike Payne
Facilities Management

Mike is a builder – of things, buildings, systems, and teams. He cannot ignore broken, and goes the extra mile to ensure that solutions are being identified, objectives met, and goals remain in a state of evolution. A New Englander at heart, Mike attained a Bachelor of Science degree from Northeastern University in Civil and Environmental Engineering, and later a Master of Science degree in Urban Affairs from Boston University. Mike began his career in Boston with Turner Construction, building institutional high-rise buildings, heavy civil infrastructure, and high containment bio-labs. He eventually transitioned his career to the Facilities Management of these complex facilities, and in 2011, put his management and engineering knowledge to work in the Washington DC healthcare sector. Moving to Charlottesville in 2014, Mike joined UVA as the Assistant Director for Maintenance, and takes on other initiatives such as heading up Facilities Management's Continuous Improvement Task Force. Mike provides technical consulting on many Federal DoD projects. He lives in Charlottesville with his wife and two sons, and enjoys residential renovation and outdoor sports.



Sarah Rogis
McIntire School

Sarah Rogis is the Director of Undergraduate Career Development in Commerce Career Services where she has contributed to a team committed to excellence, innovation, and student success. In her four plus years at McIntire, she has worked in close collaboration with faculty, alumni, and administration to best serve the incredibly bright and driven students that pursue degrees in commerce at UVA. Prior to Rogis' work in higher education, she spent eight years working in the field of marketing/advertising and in communications management in the human resources field. Rogis has extensive experience in career coaching, program planning, resource development, project management, network building and strategic planning. In Rogis' free time, she enjoys hiking in the Blue Ridge mountains, going to see live music, visiting local Virginia wineries, and breweries and spending time with her husband, Rhodesian Ridgeback and two-and-a-half-year-old daughter. Rogis graduated in 2009 from Virginia Commonwealth University with a M.Ed. in Counselor Education, College Student Development and Counseling Track, and earned a Bachelor of Arts degree in Media Communications from the College of Charleston in 2000.



Sadie Royal Collins
McIntire School

Sadie Royal Collins serves as the Director of Undergraduate Admission at the McIntire School of Commerce, where she encourages and empowers students in their path to an undergraduate business degree at UVA while directing all facets of the undergraduate admissions process. Royal Collins provided an enriching end-to-end experience for all undergraduate students in Student Life at McIntire before transitioning to her current role in Admissions. Prior to her work at the Comm School, she served as Director of Academics for Olympic Sports in the UVA Department of Athletics where she oversaw comprehensive student-athlete academic support for 480 student-athletes on 18 sports teams. Royal Collins is passionate about leveraging CliftonStrengths for professional development for students and team members alike. A proud graduate of the University of Georgia, she enjoys spending time with her family, gardening, travel, and savoring a good cup of coffee.



Rich Salaway
Medical Center

Over the past ten years, Rich has filled the role of researcher, developer, data scientist, and technical team lead, serving the academic, private, and government contract sectors. His career has impacted fields as varied as nanoscale heat transfer, open source intelligence, and streaming physiological data. Rich joined UVA Health in 2018 as a Senior Data Scientist, and has enjoyed delivering customized solutions, including python web apps, based on unique use cases and customer objectives. Rich stepped into the newly formed role of Manager, Clinical Analytics in 2019, overseeing the analysis of clinical data to support medical center operations. With a background in engineering, Rich is a fan of the scientific method and critical thinking. He appreciates allowing validated data to expose flawed assumptions and uncover opportunities for improvement. He lives in North Garden, with his wife and two boys, ages two and four.



David Sauerwein
Student Affairs

Dave Sauerwein, Ed.D. (he, him, his) serves as Assistant Dean of Students in the Office of the Dean of Students at the University of Virginia. Dave has been working in the profession of student affairs since 1994. His work currently includes crisis management. He works in support of undergraduate veterans, first generation students, and students from low-income families. Dave is the father of four children and is married to Kim Sauerwein who works in the Career Center at UVA.



Shantal Savage
Medical Center

Shantal is a Performance Improvement Coach in the Quality and Performance Improvement Department of the Medical Center. For over five years, she has been partnering with leaders, frontline clinicians, and team members throughout the Medical Center to realize and achieve patient safety and operational goals. She has the privilege of empowering teams and leaders to make lasting improvements that both transform their processes and deliver meaningful outcomes. Prior to her work at UVA, she worked as an Administrative Fellow at UNC Health, as well as a Research Assistant at both Yale University's Center for Outcomes Research and Evaluation and at Robert Wood Johnson University Hospital. Her interests are in health care quality improvement, strategic leadership development, and organizational culture. She holds a Bachelor's degree in Psychology from Princeton University and a Masters degree in Public Health from Yale University. Outside of work she enjoys serving on the worship team at Victory Church, tackling DIY projects, reading, and spending time with family and friends.



Steve Sherman
Audit & Compliance Department

Steve has been a member of the University community since 2004. Building on two UVA degrees from the Darden School of Business and The Curry School of Education, and two doctoral internships with the Office of the VP & CFO and the Institutional Compliance Office, he now works in the Audit and Compliance Department. As Data & Compliance Analyst, Steve contributes to University-wide compliance efforts and performs data analytics for both audit and compliance projects. During his tenure at UVA, he has been involved in the assessment and administration of a wide range of programs, including the Cornerstone Strategic Plan, AccessUVA feasibility studies, enterprise risk management, and foundation relations.

With a background in business and higher education administration, Steve has also served in advancement roles at Duke University and the National Cathedral School, as well as business development positions for two corporations.

In his spare time, Steve enjoys playing soccer, teaching yoga, traveling, and spending time with godchildren, nieces,



Kristie Sojka
UVA Financial Reporting and Operations

Kristie Sojka has a professional background in finance and contract administration. She worked for ten years as a Contracts Manager at Perrin Quarles Associates, Inc. (PQA), an environmental contractor in Charlottesville. She was a stay-at-home mother to her daughter from 2003-2009. She briefly went back to work, part-time at PQA in 2009 until the company was sold. Kristie worked part-time at the UVA Curry School of Education as a Project Support Technician for the National Research Center on the Gifted and Talented grant. She pursued a full-time position as an Administrative Specialist in the UVA Curry School of Education Admissions Office. She was eager to work in a strong finance role, so she went to work for the UVA School of Medicine as a Sr. Finance Generalist from 2015–2020. In the summer of 2020, she joined the Financial Reporting and Operations team at UVA as an Accounting and Finance Analyst.

She is the mother of a 17 year-old daughter, who is a senior at Western Albemarle High School. She is active in her community and enjoys riding and caring for her two horses with her daughter.



Mary Stepanski
School of Medicine

Mary Stepanski is the Desktop Support Supervisor at the University of Virginia's School of Medicine (SOM) and has served in an IT Service Management role in the SOM since 1995. Mary provides leadership in planning, directing, and implementation of school-wide tools and technical solutions and is responsible for daily operations of 21 clinical departments, multi-disciplinary basic science departments and research centers. Her team of sixteen collaborates regularly with Health Information and Technology (HIT) and Information Technology Services (ITS). Mary serves on multiple IT committees in the Medical Center including: ITSM User Group, Change Advisory Board, the IT Service Management Steering Committee and was former Chairman of the LSP Steering Committee for three years. She has also served as a University Staff Senator and held positions on the University Staff Senate Leadership Committee and Co-Chaired the University Partnerships Committee for three years. Prior to UVA, she has held positions at British Petroleum (BP) Natural Gas Marketing and the Department of Justice, Environmental and Natural Resources Division.



Emma Terry
Provost's Office

Emma Terry likes to say she was born into the arts. Her mother was an amazing artist with a vibrant Carytown co-op gallery in Richmond, VA, and her father, a lawyer by trade, is an extraordinary photographer and writer. Growing up in a household that celebrated experimentation and creativity from the start, Emma became an artist in her own right. After graduating from William and Mary, and despite her childhood, Emma found herself accidentally working in finance for seven years. Disheartened and seeking a respite from work that was *stealing her soul*, she took a year off to study Ethnography & Folklore at the University College Cork, Ireland. There, she learned the value of slow-living and decided to make a change. In 2010, she left for Charlottesville with the goal of working for UVA in the Arts. A couple of months later, she was hired as the Staff Assistant to the Vice Provost of the Arts in the Office of the Provost and through multiple promotions is currently the Programs & Communication Director for UVA Arts in the same office. Emma often refers to it as the best job at UVA!



Erin Trost
Provost's Office

Erin Trost is the Information Security Manager for UVA Health. Erin started her career 19 years ago in the IT department of UVA and has assumed various roles within UVA Health's Information and Technology division, focusing the last eight years of her career on information security, risk management, and IT governance. Erin is a certified ISC2 Healthcare Information Security and Privacy Practitioner (HCISPP) and Epic 2018 Security Coordinator and is an active member of the HIMSS Women in Health IT Virginia Chapter. Erin's continuing focus, as UVA Health's security model matures, is to seek out opportunities for the IT Security team to work more closely with counterparts across the University System and to bridge the gap between academia and healthcare by fostering areas of joint collaboration.



Shannon Wampler
UVA Finance

Shannon Wampler is the Director of Strategic Operations for Procurement & Supplier Diversity Services (PSDS), where she manages a team responsible for customer service, business operations, marketing and communications, and data reporting and analytics. Shannon is the current President of the National Association of Educational Procurement's (NAEP) DC/MD/VA region, and the former Chair of the UVA EVP-COO Employee Council. She has presented workshops on procurement data analysis, data visualization best practices, and marketing and communications techniques for local, regional, and national conferences for higher educational organizations such as UVA Forward, NAEP, SACUBO, NACAS, and NCCI.

Shannon holds a Bachelor of Arts degree in Foreign Affairs from the University of Virginia. In her free time, she enjoys playing sports and going on adventures with her dog, Tater.



COHORT VI MENTORS

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UVA Medical Center

Melody Bianchetto

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Organizational Excellence

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Weldon Cooper Center for Public Service

Damon Wade

School for Continuing & Professional Studies

Ed Warwick*

Darden School of Business

Anda Webb

Provost's Office

*former Cornerstone Program participant

THE CORNERSTONE PROGRAM

SUCCESSION DEVELOPMENT

6

past participants
are **CURRENT MENTORS**

34%

of past participants
now have an
INCREASED role or responsibility

175

PARTICIPANTS
in 6 years of
the program

70%

FEMALE
participants

12 UNITS
& **8** SCHOOLS
are in the cohort

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