



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

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**COHORT VIII GRADUATION**  
*Thursday, September 21st, 2023*  
**10:00 A.M. to 11:30 A.M.**

## WELCOME

CAROLYN CULLEN • Director, Talent Management, UVA Human Resources

## OPENING REMARKS

IAN BAUCOM • Executive Vice President and Provost

## PARTICIPANT IMPACT STATEMENT

ADDIE COE • Interim Assistant Director, Business Solutions & Data Analytics,  
UVA Finance

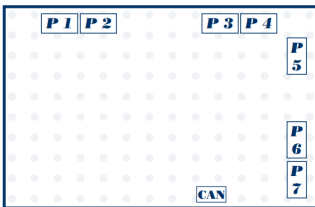
## TEAM PROJECT PRESENTATIONS

Please hold questions for the Project Showcase

## FINAL COMMENTS

CAROLYN CULLEN

## PROJECT SHOWCASE UNTIL 11:30 A.M.



# PROJECT 1

## Collaborating for Safe and Equitable K-12 Programming at UVA

**SPONSOR ORG:** Batten School for Leadership and Public Policy

**PARTICIPANTS:** Alexa Jeffress, Cristina Lopez-Gottardi Chao, Danielle Griggs, Jeffrey Smith, Jennifer Heckman, Leon Henry, Reggie Leonard, Rob Dunnenberger

In the last several years, UVA has seen incredible growth in programs across Grounds that bring K-12 students to the University. In an effort to organize and manage these programs, the Office of Youth Protection tracks youth programs that are formally approved through its framework. The significant growth in K-12 programming has made this a large and complex task. As a result, this project seeks to provide further institutional support for the Office of Youth Protection to allow UVA to be more structured, efficient, and safe in its approach to youth programming. Internal research has led our team to conclude that there are inefficiencies in transportation, housing, and meals that limit programs, reveal inequities in students' ability to participate, and inhibit fiscal responsibility for individual programs.

Furthermore, external research demonstrated that offices across the country are facing similar staffing bandwidth challenges and inefficiencies in programming despite the continued growth in K-12 collaborations across campuses. To increase safety of K-12 programs and minimize liability for the University, our findings suggest that the required level of labor needed to address concerns supports creating a new position within the Office of Youth Protection. This would enable the office and programs it supports to contribute to President Ryan's "Great and Good Plan" for 2023 more effectively.

# PROJECT 2

## O'Hill Trails

**SPONSOR ORG:** Office of the Architect  
**PARTICIPANTS:** Kathryn Surchek, Devon Blossom, James Cathro, Janelle Perron Jennings, Jarrad Reiner, Melynda Zarzyski

The University of Virginia's Observatory Hill (O-Hill) provides valuable wildlife habitat and a 10.5 mile trail network used by the community for hiking, biking, dog walking, birding, and outdoor recreation training. In an effort to enhance O-Hill trail utilization, the Office of the Architect at UVA initiated a Cornerstone team project.

The Cornerstone team conducted on-site research to assess the condition of the trails, signage, and parking facilities. They identified navigational challenges for unfamiliar hikers due to inconsistent marking systems and maps, as well as a lack of dedicated parking.

To gather additional insights, the team launched a survey to gauge trail usage patterns, parking preferences, and navigation experiences. The 312 responses indicated a deep appreciation for O-Hill and reinforced the need for consistent trail names and a dedicated website to make navigating O-Hill easier, particularly for new users. Surprisingly, 60% of survey respondents said parking was adequate.

Based on these survey results, the team focused on working with stakeholders to map out trails and create a centralized website. Collaborative efforts within UVA (Facilities Management, Geospatial Engineering, Landscaping) and the community (Rivanna Trails Foundation, Charlottesville Area Mountain Bike Club) resulted in a standardized map with consistently named trails, which is now available through the Facilities Management site and by QR code. Finally, the group blazed three trails to match the map. Recommended next steps include distributing maps at kiosks and following up with survey respondents interested in volunteering to maintain the trails.

As a result of this project and with the support of the Office of the Architect and other stakeholders, trail users now have easily navigable trails and a unified map to guide their experience – and O-Hill is a more inviting and accessible space for the UVA and Charlottesville communities.

# PROJECT 3

## UPD Citizen Police Academy

**SPONSOR ORG:** University Police Department  
**PARTICIPANTS:** Leah Gould, Demetric Baskerville

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The University of Virginia Police Department (UPD) asked the project team to explore whether and how to create a citizens' police academy to foster stronger relationships and better educate the University community. Specifically, UPD has asked the project team to:

- (1) collect and synthesize data on successful citizen police academies throughout the nation;
- (2) determine the current climate and appetite for such a program at UVA; and
- (3) provide recommendations for how to best structure a citizens' police academy at UVA.

The project team reached out to university police departments around the country and collected information regarding their administration, logistics, curricula, best practices, challenges, and pain points when it came to implementing their respective citizen police academies. The project team also surveyed the University community, including long-term stakeholders (faculty and staff) and short-term stakeholders (students), to gauge the community's feelings toward increasing engagement with UPD.

Although citizen police academies are generally seen as a means of improving relations between a community and its law enforcement agency, the project team identified a substantial barrier to implementing a successful citizen's police academy at UVA. The project team found that the University community harbors substantial distrust of UPD, stemming from events over the past several years. Accordingly, in addition to compiling a set of recommendations for a citizens' police academy at UVA, the project team put together a blueprint of actionable restorative justice practices UPD could immediately undertake to work toward mending its relationship with the community, including engagement opportunities, listening sessions, and working groups. It is the project team's hope that taking these steps to strengthen relationships between UPD and the rest of the University community results in a stronger, safer, and happier place for people to live, learn, teach, work, and thrive.

# PROJECT 4

## UVA Emergency Management Student Engagement

**SPONSOR ORG:** Office of Emergency Management

**PARTICIPANTS:** Tara Dakolios, Rosie Johanson, Dana Hodges, Jess Wilk

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The University is comprised of a diverse student population with varying knowledge of the types of emergency situations that may occur in Central Virginia and varying levels of preparedness for responding to such emergencies. UVA Emergency Management Services (EMS) is seeking to become more engaged with the student population regarding emergency planning and preparedness activities. With increased awareness and more consistent preparedness, EMS aims to build resiliency within the University for enduring a variety of emergency situations.

The primary goal of the project was to seek student feedback, focusing specifically on reaching international students, to obtain actionable data (qualitative and quantitative) that creates a better understanding of how best to reach the student body with the message of emergency preparedness.

The project team, with the support of EMS staff, held multiple focus groups with international students at the Darden School, students on the Student-Athlete Advisory Committee (SAAC) and the International Studies Office. In addition, the team engaged student representatives from Student Safety and Support, interviewed housing and residence life contacts and attended the monthly leadership meeting for Contracted Independent Organizations (CIOs) and the L2K group (Student leaders from across Grounds).

Based on the feedback from the focus groups, the project team developed an "Outreach Manual" that provides

- Engagement Plans- Feedback collected for specific student groups, including sustainable contacts, desired training or engagement methods, and ideal timing for outreach.
- Engagement Calendar- Feedback arranged into a calendar format to provide a plan for consistently engaging the students on an annual cycle.
- Recommendations for Action- Common themes were identified for immediate action.
- Sample Survey - Copy of survey developed for mass distribution to the student population, along with all contacts necessary to arrange distribution in future academic years
- Sample Focus Group Materials - Copies of materials used during focus groups

# PROJECT 5

## Designing Wellness at the School of Architecture

**SPONSOR ORG:** School of Architecture  
**PARTICIPANTS:** Julia Lapan, Sasha Monty, Misty Parsons, Kristie Wood

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The School of Architecture requested support to explore events and programs for faculty, staff, and students that promote well-being, sustain work-life balance, and encourage community-building. In addition to the regular stressors that college students face, Architecture students often experience increased stress and anxiety due to the demanding nature of their studies and the critical ways in which their work is assessed.

To gain a deeper understanding of the culture at the A-School, our team conducted listening sessions with key stakeholders including Dean Malo Hutson and his leadership cabinet, as well as a diverse set of student leaders. We then reached out to colleagues across Grounds who are leading wellness and community building initiatives. We asked about program implementation, costs, and best practices associated with delivering wellness and community building programs. We also looked at the websites and spoke with other schools of architecture and found that several peer institutions feature statements of wellness/wellbeing as part of their school policy or mission statement.

Our team took away two key insights from our research: One, that there are several existing resources at UVA the A-School might leverage to enhance community and wellbeing; and two, that simply “adding” wellness programming is only a short-term fix. What is needed is a more comprehensive and sustainable plan to develop a “culture of wellbeing” in the A-School that permeates the entire student, faculty, and staff experience. To that end, we provided a set of short-term and long-term recommendations for the A-School to begin working toward a more resilient, positive, and healthy culture that underscores wellbeing and community for all.

# PROJECT 6

## Incorporating Sustainability Goals for Employees

**SPONSOR ORG:** Office for Sustainability  
**PARTICIPANTS:** Amber Reichert, Becky Sowers, Kelly Reinhardt, James Bland

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The aim of this project is to advise the Office for Sustainability at UVA on motivating and empowering UVA employees to undertake sustainability actions. These individual contributions, guided by the 10 Bold Goals of the Office for Sustainability, will contribute to the overarching mission of the 2030 UVA Sustainability Plan. While initially tasked with recommending strategies for incorporating sustainability into individual goal setting and performance management, the project’s scope expanded to include extensive behavior shifts and heightened engagement with existing sustainability resources.

Collaborations with partners across UVA, including HR and the Division for Diversity, Equity, and Inclusion, were integral to understanding effective action incentives, platforms, and technologies. External research provided benchmarking and best practice references. The project culminated in proposing an employee survey and a “Sustainability Passport Program” framework. The survey, modeled after an existing student survey, was administered to UVA employees to assess current attitudes, understanding of university goals, and appetite for sustainability. Insights from the survey informed the creation of the “Sustainability Passport Program” framework, a pilot program designed to inspire individuals to align their actions with their values.

This program is designed to incentivize individual to integrate sustainability into daily work routines. A recommended structure has also been shared regarding awards, incentives, and motivators to encourage employee adoption of the passport program. The project team is currently collaborating with UVA’s learning management system team for platform selection, content creation, setting up a test program, and a transition plan for the program sponsor.

## Facilities Management Languages Data

**SPONSOR ORG:** Facilities Management

**PARTICIPANTS:** Adeline Coe, Unique Braxton, Caterina Eubanks, John Mastrandea, Tiffany Tolson, Erica Wheat

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UVA Facilities Management is home to nearly 1,200 employees representing diverse skills, backgrounds, races, ages, genders, abilities, and languages. To meet the needs of FM staff equitably and inclusively, it's essential to understand who they are and what they need. In this instance, the knowledge of language diversity in FM (spoken, read, written) is paramount to the business, safety, and workplace culture. As the project sponsor, FM identified three desired outcomes: an ethical, equitable, and inclusive process in which to collect FM employee language data, the delivery of a survey to collect language data, and a final report including process and collection feedback.

The collection of language data will provide an occasion to celebrate and communicate the benefits of language diversity at FM. It will also allow FM to pinpoint any barriers staff may be experiencing due to language diversity insofar as access, advancement, equity, and inclusion. Furthermore, access to language data will positively impact multiple teams and programs at FM, allowing each to improve their services and programs and take steps toward creating an inclusive and whole-person workplace.

Our project team collaborated with stakeholders within FM and the Office of Civil Rights to design and deliver an equitable and inclusive survey backed by a strong communication plan that proactively and consistently communicated the “why.” Conducted over the month of July via email, e-newsletter, and in-person signage, the survey had a 27% response rate. We developed a dashboard, and data was delivered to FM along with process recommendations and lessons learned for future survey work within FM.





**Demetrice Baskerville**  
Office of the Dean of Students

Demetrice currently serves as an Assistant Dean of Students within the Office of the Dean of Students at the University of Virginia. His current work surrounds student safety, threat prevention, and Diversity, Equity and Inclusion. Currently, he is studying within the EdD in Higher Education program at the School of Education and Human Development at the University of Virginia.

Additionally, Demetrice is a 15-year veteran of the U.S. Army. Currently, he serves as the Equal Opportunity Advisor, Senior Truckmaster, and Instructor-Trainer within the 1452nd Combat Heavy Equipment Transportation Company (NCNG), Headquartered in Winston-Salem, NC. Within this position, he provides guidance and direction to the unit command team on Equal Opportunity Matters and wheeled vehicle movement.



**Devon Bloxson**  
University Medical Center

Devon started with UVA as a nurse on the inpatient oncology floor after receiving her RN in 2000. She then transitioned to outpatient oncology as a care coordinator in the Cancer Center in 2006 and stayed in that role until 2019.

She is now clinic manager in the Cancer Center and supervises the care coordinators. On a personal note, she has three boys, ages 16, 14, and 12, in addition to three Bernese Mountain dogs.



## Unique Braxton

School of Engineering and Applied Science

Unique is the Senior Finance Associate at the School of Engineering. Unique established her career within the University, starting as a Junior Finance Associate in the School of Medicine Dean's Office and eventually transitioning to her current role in the Dean's Office of the School of Engineering. In her current position, she co-leads the financial operations and strategic initiatives for nine departments within the School of Engineering. Her seven years of experience at the University has provided her with valuable insights into the finance operations of the institution, and in managing financial matters in a complex environment.

As a Virginia native, she has a deep-rooted connection to the area and currently resides in Louisa. Unique's academic background includes a Bachelor's degree in Business Administration with a focus in Finance, earned from Liberty University. Her education laid the foundation for her expertise in financial matters and further prepared her for her career in finance at the University.

Apart from her professional achievements, Unique has a passion for baking and creating custom cakes. This hobby allows her to showcase her creativity and attention to detail outside of her finance-related responsibilities.



## James Cathro

Frank Batten School of Leadership and Public Policy

James is the Director of Finance and Administration at the Frank Batten School of Leadership and Public Policy. A 2005 US Naval Academy graduate and 2016 Batten School alumnus, James initially worked in UVA's Office of Financial Planning and Analysis after earning his Master of Public Policy. He happily returned to Batten as the Assistant Director of Budget and Finance in 2018. In his current role, James works through a diverse array of interesting challenges, helping facilitate everything from financial reporting to research administration to human resources actions.

He also serves as a Commander in the Naval Reserve and was formerly an active-duty Explosive Ordnance Disposal Officer in the US Navy. He is an avid hiker and runner, having completed the Appalachian Trail (NOBO '14), dozens of ultramarathons, and is currently working towards completing a long-distance open ocean swim.

James lives in Alexandria, Virginia, where his wife Lindsay is finishing up a Naval recall opportunity. They have two rambunctious boys, and the whole family hopes to return to Charlottesville as soon as possible.





**Cristina Lopez-Gottardi Chao**  
The Miller Center

Cristina is chair of programming and assistant professor at The Miller Center. She recently served as co-editor of the First Year 2017 opportunity and mobility volume and is currently co-managing the Center's 2023 presidency conference titled, "Towards a More Responsible and Effective Presidency." Working in collaboration with other faculty and fellows, Cristina directs public and special programming for the Center. Prior to her appointment in 2007, Cristina held positions at Emory University's Institute for Comparative and International Studies, the University of Miami's North-South Center, and Barclays Bank's Latin American Regional Office. She has also worked as a consultant to Freedom House. Cristina received her undergraduate degree in Politics and Spanish from Middlebury College and her doctorate from the University of Miami's School of International Studies. Her dissertation, *The Growth of Opposition in Cuba: Problems and Prospects for Democratization*, was awarded the 2005 Alberto J. Varona Prize for best dissertation in Cuban studies.

Cristina's scholarship examines the evolving nature of U.S.-Cuban relations, the state of human rights on the island, and Cuba's opposition and dissident movement, considering prospects for democratization. Drawing on past research related to democracy promotion efforts via studies of USAID and other governmental and non-governmental organizations, Cristina is also interested in broader U.S. foreign policy questions. In addition, she researches the growing Hispanic population in the United States, the implications this demographic will have on domestic policymaking, and the presidency's role in assimilating this core and expanding minority group.



**Addie Coe**  
UVA Finance

Adeline is the Interim Assistant Director of Business Solutions & Data Analytics for the University of Virginia's Procurement & Supplier Diversity Services Department. She has spent 10+ years in the education space; she started as an ESL teacher in Tokyo, led pricing operations for an educational travel company, and now manages finance systems for Procurement & Supplier Diversity Services.

During her tenure at the University of Virginia, she has led several process improvement initiatives, overseen the implementation of a robust procure-to-pay system, and led the Procurement Workstream for the recent Financial Strategic Transformation Project. Her team provides analytical support to Procurement to help expand business initiatives, provide decision support, and support financial operations at the University. They also support the University community as they navigate our financial systems and purchase goods and services.

Adeline received her Bachelor's degree in Art History from Virginia Commonwealth University. She enjoys playing instruments (piano, guitar), traveling, and going on adventures with her dog, Swip.



**Tara Dakolios**  
School of Nursing

Tara joined the School of Nursing in August 2019 as the Admissions Coordinator, where she coordinated both undergraduate and graduate student recruitment and admissions. In 2021, she transitioned to her current role as the school's Registrar.

Tara comes to UVA from the University of South Carolina Beaufort, where she was the Coordinator of Academic Advising and Deputy Title IX Coordinator for Students. In this role, she was involved in admissions recruiting, and she also worked with all their nursing students. Prior to USC, she was the Assistant Director of Admissions and Faculty at the Episcopal High School in Alexandria, VA.

Tara is a graduate of the University of Virginia, where she earned a Bachelor of Art in History as well as a Master's in Education in Student Affairs Practice from the Curry School. While here, she played on the women's basketball team and was team captain for two years. Tara's partner, Matt, teaches at the Covenant School, and they have two children: Ariana and Sophia.



**Rob Dunnenberger**  
Virginia Film Festival

Rob is the Operations Manager for the Virginia Film Festival, where he oversees the technical, venue, and special event operations, manages the production team as well as off-season programs. He is also the Events Coordinator for the Provost for the Arts Office, producing events such as Arts on the Hill, Arts Welcome Picnic, and the President's Speaker for the Arts.

Born and raised in Charlottesville, Rob graduated from James Madison University in 2012 with a Bachelor of Music focusing on Music Business and Percussion Performance. He has been in his role at UVA since 2019.



## Caterina Eubanks

College of Arts & Sciences

Caterina is the Department Finance and Administration Manager for American Studies and Global Studies in the College and Graduate School of Arts & Sciences. Within her first year at UVA, Caterina has established an organized system of record for her departments as well as processes and protocols for managing the departments' finances and faculty/student affairs. Prior to joining the University in 2020, Caterina served as a Program Development Team Lead at WorldStrides, an educational travel company.

Caterina lived in various cities across Canada, the US, and Argentina before finally settling in Charlottesville in 2013, where she met her husband. As a first-generation American, Caterina celebrates the cultures of her Latin heritage and American upbringing and plans to raise her daughter in a bilingual household. The ability to travel and experience new places and cultures has always been important to Caterina, and she hopes to continue adding new countries to her ever-growing list.



## Leah Gould

UVA School of Law

Leah is the Assistant Dean for Public Service and Director of the Mortimer Caplin Public Service Center at the University of Virginia School of Law. She also serves on the University's Staff Senate as co-chair of the Advocacy Committee.

After graduating from law school, Gould clerked on the U.S. District Court for the Northern District of Texas. Gould then joined the U.S. Department of Justice Antitrust Division's New York City field office through the Attorney General's Honors Program, where she investigated and prosecuted price-fixing and bid-rigging schemes in the financial services industry. Gould went on to serve as an assistant U.S. attorney at the U.S. Attorney's Office for the District of New Jersey, where she prosecuted a variety of federal criminal cases, including firearms, narcotics trafficking, child exploitation, and white-collar cases. The Federal Law Enforcement Foundation named Gould 2020 Prosecutor of the Year for her work leading an international dark web narcotics and cryptocurrency money laundering case.

Before practicing law, Gould served as an officer in the U.S. Navy, flying tactical jet aircraft on active duty and serving as an intelligence officer in the reserves. Gould also co-founded The Brigid Alliance, an abortion access nonprofit based in New York, which has raised millions of dollars and helped thousands of people travel to receive abortion care.

Gould received her B.A. in International Affairs from George Washington University and her J.D. from the University of Colorado Law School. She enjoys traveling, horseback riding, and DIY home improvement projects.



**Danielle Griggs**  
University Medical Center

Danielle is the Senior Pharmacy Director of Business Services at UVA Health. She has served in this for three years and has served in leadership at UVA Health for six years. In her role, she provides direct oversight to business operations of the Pharmacy department, including budgeting and financial performance across all areas of the department, billing and accounts receivable activities, supply chain operations, drug and supply procurement, vendor and payor contracting, medication utilization, formulary management, drug shortages, and the 340B program operations and compliance at UVA Health.

She completed her PharmD from the University of Kentucky College of Pharmacy and her MBA from the University of Kentucky Gatton College of Business and Economics. She completed her PGY1/PGY2 Health-System Pharmacy Administration residency program at UNC Hospitals and Clinics and her MS from UNC Eshelman School of Pharmacy.



**Jennifer Heckman**  
Facilities Management

Jennifer is the Manager of the Geospatial Engineering Services Team at the University of Virginia. Jennifer leads a team providing spatial data analytics and maps, archival/document management services, utility damage prevention, and university space floorplans and information management. Through the creation of quality geospatial data, information, and innovative solutions, GES supports efficient operations and informed decision making.

As a geospatial professional of more than 20 years, she has enjoyed providing spatial analytics for underserved populations, crime analysis, hazard mitigation mapping, developing, and teaching a community college Geographic Information Systems (GIS) program, serving in an advisory role for a high school career technical program in GIS, and creating a geospatial engineering services team at UVA.

Jennifer is a graduate of Bowling Green State University, where she found her passion in geospatial science, combining the art of cartography, data analysis, and science to bring insights to the world's challenges.



## Leon Henry

UVA Health Social Work Department

Leon Henry has been with UVA for a little over three years, relocating to Charlottesville from Western Massachusetts. He arrived shortly before the start of the pandemic, which has been challenging, but he has proven to be resilient through it all. Currently, he is the Interim Manager of the Social Work Department at the Medical Center. He has been in this role for a year and eight months to date. His department consists onward of 75 positions covering both the Inpatient Units at the main hospital and many Ambulatory clinics. They are tasked with supporting patients in successfully navigating the health care system and are housed under patient progression. Prior to working at UVA, Leon spent 13 years working within the Child Protective System. He also serves in the communication as a fatherhood group facilitator and an Individual therapist.

Leon is very excited about this opportunity to be a part of the Cornerstone Leadership Academy. He hopes to gain new perspectives and skills around his engagement with team members and peers to improve their performance as well as his own. He hopes to connect with others in different departments across the University and learn from their experiences.



## Dana Hodges

Facilities Management

Dana is a Senior Project Manager and Team Leader for Facilities Management at The University of Virginia, where she leads a team of project and construction managers in overseeing a portfolio of healthcare and infrastructure construction valued at roughly \$20-25 million a year. Dana's team works closely with School of Medicine and Medical Center leadership to prioritize investments that provide the best long-term value within budget constraints. Dana prides herself in providing excellent customer service, collaborating with project sponsors, facilities partners, and consultant teams to provide an early, in-depth understanding of project costs, schedules, and risks to ensure that decisions made on the project can maximize return on investment and minimize long-term maintenance costs.

Dana has Bachelor's and Master of Science degrees in Civil Engineering from Virginia Polytechnical Institute and is licensed as a Professional Engineer in Virginia. Her unique work history includes experience as a design consultant, contractor, and owner. This broad experience base, in combination with her technical training, gives her the distinctive ability to evaluate challenges from all perspectives and promote collaboration within her teams.



## Alexa Jeffress

School of Continuing & Professional Studies

Alexa is passionate about providing high-quality, accessible, equitable, and highly relevant educational programs. She serves as the Director of Professional Programs in the School of Continuing and Professional Studies. Alexa collaborates with organizations to design custom educational programming to meet their needs. She works with internal teams and senior leadership to coordinate and implement all aspects of the programs, from marketing, enrollment, and fiscal health to curricular design, program evaluation, and student advising and support. She teaches humanities courses in the UVA Edge program. Alexa also serves on the SCPS Culture Champions committee, which creates initiatives to bring together SCPS employees from all levels and roles to foster a positive work environment.

Prior to her role at SCPS, Alexa completed her B.A., M.A., and Ph.D. in Spanish at the University of Virginia, where she also taught Spanish courses from 2015 to 2021.

Alexa lives in Richmond, Virginia, and enjoys coming to Charlottesville for work and pleasure. She enjoys cooking, reading, spending time outdoors, and tending to her indoor plant collection.



## Janelle Perron Jennings

McIntire School of Commerce

Janelle (she/her) serves as Director of Academic Operations at the McIntire School of Commerce. She manages undergraduate, graduate, and non-degree student enrollment, academic planning, and classroom scheduling. She also works closely with faculty and School leadership on program development and academic policies and procedures.

Janelle earned her B.A. in History from Saint Anselm College, her M.Ed. in Administration and Supervision from Virginia Commonwealth University, and her Ph.D. in Higher Education from the University of Virginia. She has worked in higher education administration for over 25 years in student activities, orientation and new student programs, leadership education, and academic affairs. Before joining McIntire in 2016, Janelle served as the associate registrar at UVA's Darden School of Business. She worked at the University of Richmond and Fairfield University before returning to UVA in 2012.

When not at work, Janelle enjoys traveling internationally and spending time with her family.



## **Rosie Johanson**

**School of Medicine**

Rosie is a recent graduate of UVA with a Bachelor of Art in Sociology and a Master's in Education. She is now a Learning Development Specialist in the Department of Pediatrics in the School of Medicine, where she assists the Chair of the Department of Pediatrics, Dr. Jim Nataro. Rosie was a student athlete at UVA, playing on the Women's tennis team for five years and becoming an All-American.

Rosie was born in England but grew up in Vancouver, Canada. She became interested in leadership after an injury sidelined her in college for over a year. Rosie's main leadership interests include helping student athletes leverage the skills they learn as college athletes, by translating them into the workplace and professional settings. She looks up to Brené Brown as a female leader and trailblazer in all things leadership!

Outside of work, Rosie enjoys playing all sports, especially tennis and pickleball, watching ice hockey with her dad and brother, spending time with friends, and visiting family in England and Canada.



## **Julia Lapan**

**School of Engineering and Applied Science**

Julia has more than 20 years of experience in higher education career services, employer relations, fundraising, and athletics. After earning a master's degree in Counselor Education/Student Affairs from UVA's School of Education, she served as a career advisor at Loyola College in Maryland and Johns Hopkins University. Her work with alumni and corporate partners led her into major gift fundraising for Johns Hopkins Engineering, where she spent three years building relationships and raising money for the school.

For the past eight years, Julia has served as Director for Engineering Career Development at UVA. In this role, she leads a team of professionals focused on providing students with the knowledge and resources to design meaningful careers. She also collaborates with employers and corporate partners to facilitate connections with students and faculty.

Julia has lived in Silicon Valley and has worked with engineering professionals and leaders in internet technology, computer software, biotechnology, and other fields. She recently earned an EdD in Higher Education and has published scholarly research in the areas of student career development and gender equity in STEM.



## **Reggie Leonard**

**School of Data Science**

Reggie joined UVA's Data Science Institute (now School of Data Science) in 2015, where he was brought on to build out career development support, expand the (then) institute's network, and create connections between the data science community and our efforts.

He is the Co-Founder/Co-Organizer of the Charlottesville Data Science Meetup, an 800+ member community, along with the now sunsetted Tom-Tom Applied Machine Learning Conference. Reggie also created the School of Data Science's flagship Women in Data Science Conference, introduced career treks to major U.S. cities (pre-pandemic), and introduced national networking receptions for students, faculty, and alumni.

Reggie is also the host and Co-Founder of the OENOverse, a diversity-in-wine initiative, based in Central Virginia. He is a frequent collaborator with wineries, wine shops, and non-profits in the Charlottesville area to generate new exposures and experiences with wine. Prior to his time in Charlottesville, Reggie led similar efforts as the Co-Founder of LynchVegas, a community lifestyle brand dedicated to highlighting the best things to do in Lynchburg.

His training is in Psychology, via a Bachelor of Science in Psychology from Bowie State University, an HBCU near his hometown area of Prince George County, MD, and in counseling, with a Master of Art in Professional Counseling from Liberty University.



## **John Mastrandea**

**UVA Human Resources**

John is the Business Operations Manager for the Human Resources Department. In this role, he oversees the annual budget planning process, procurement, expense management, and the operational leadership for HR. During a period of financial transition, John implemented new strategies to tackle difficult data collection, reporting, and forecasting issues for the Human Resources Department.

John joined UVA in 2017 as a Senior Budget Analyst in the College and Graduate School of Arts and Sciences. In this role, he was responsible for ensuring the accuracy of a budget of approximately \$400M, including coordinating over seventy individual departments and programs. Before joining UVA, he spent 14 years as a Fiscal Services Project Manager with the Albemarle County Public Schools, managing a budget of over \$100M. John holds a B.A. in Political Science from SUNY Buffalo State College.





**Sasha Monty**  
University Advancement

As the Director of Donor Relations for University Advancement, Sasha oversees donor events and stewardship. In this capacity, she leads a talented team charged with developing comprehensive event and stewardship strategies to ensure donors have meaningful interactions and experiences with the University. Her portfolio includes Advancement events involving the University's President and senior leadership, reporting on endowed funds, stewardship for scholarship donors, Leaders in Philanthropy giving society engagement, major gift acknowledgments, and customized stewardship plans for the University's top donors.

Sasha has extensive experience curating unique events and engaging with donors. Prior to joining the UVA Advancement team in 2017, she worked with individual donors and led donor events for Habitat for Humanity, and the 100-year-old Charlottesville-based nonprofit, ReadyKids. Sasha got her professional start with the Morgan Stanley Foundation and subsequently worked as part of the Corporate Social Responsibility team at HSBC Bank. In both of these roles, she collaborated with C-suite leaders and managed nonprofit partnerships and employee volunteer programs on a global scale.



**Misty D. Parsons**  
UVA Foundation

Misty serves as the Research Parks Marketing & Relationships Manager at the UVA Foundation with the primary focus of marketing and managing North Fork - UVA's Discovery Park. Misty collaborates with Asset Management, Real Estate Development, and creative teams to drive sustainable growth, enhance brand visibility, and foster strong relationships amongst key stakeholders.

Prior to coming to the UVA Foundation, Misty served in various marketing and business development roles, including Area Director of Marketing & Business Development for Simon Property Group and Director of Marketing & Communications for Forest City Enterprises at Short Pump Town Center in Richmond, Virginia. Throughout her career, Misty has been able to showcase her expertise across a variety of retail and commercial assets, maintaining excellent relationships with commercial tenants, leasing and real estate teams, as well as managing and developing an array of outreach and engagement tools that call-to-action and facilitate business growth.

Misty received a Bachelor of Business Administration with a concentration in Marketing from James Madison University. She is a 2020 graduate of Leadership Charlottesville, an Associate Member of the Urban Land Institute and currently serves on the Board of AFCEA. Misty resides in Albemarle County with her husband of 23 years, with whom she shares two teenage sons, Henry and Benjamin.



**Amber Reichert**  
UVA Library

Amber grew up in Roanoke, Virginia, and has lived here most of her life. She is a James Madison University graduate (School of Media Arts and Design) and—with a sizable gap in between—just completed her Master’s in Library Science from Kent State University. Many years before coming to UVA, she co-founded a non-profit focused on civic engagement and worked in non-profit publishing for several years, including a brief stint at Columbia College Chicago. She came to UVA in 2008—first with the Miller Center, where she built web interfaces and worked with the A/V team, and now (since 2017) with the UVA Library. She deeply believes in libraries’ mission to empower people through free and open access to information, and her work with the Communications and User Experience team there is highly rewarding. Day to day, she seeks to create positive user experiences and help UVA students and educators understand all the library offers to help them succeed—it’s a lot!

She lives in Charlottesville with her spouse, two dogs, and a surly cat (is there any other kind?). She received her scuba certification last year, though she hasn’t had many chances to use it—that said, she loves being outdoors and getting exercise by hiking or good old-fashioned yard work. She looks forward to meeting you all!



**Jarrad Reiner**  
College of Arts & Sciences

Jarrad is a Computer Engineer at UVA. He earned his Bachelor of Science in Computer Information Systems from La Sierra University and has spent his career working in the IT field. He has been at UVA for 15 years and currently works in the Arts and Sciences Computer Services group. He handles Logistic Service Provider duties for the Chemistry Department, server administration for several ASCS systems, and he is the IT Compliance Coordinator for A&S.

In his free time, Jarrad enjoys doing karate with his family, shredding on the guitar, and watching 80’s movies!



**Kelly Reinhardt**  
University Advancement

Kelly Reinhardt is the Director of Development, Neurosciences, for the UVA Health Development Office within University Advancement. Prior to joining UVA Health in 2018, she served in a variety of fundraising roles at the UVA School of Education and Human Development Foundation, where she started as an Annual Giving Officer in 2011. Kelly received her Master of Education from the UVA School of Education in 2018 and her bachelor's degree in 2008 from the University of Michigan.

Kelly lives with her husband, two-year-old daughter, their dog and two cats – and is preparing to welcome a new baby to their family at the end of September. She and her family enjoy traveling, cooking, and exploring Charlottesville's hiking and restaurant scene.



**Jeffery C. Smith**  
Student Affairs

Jeffery joined the Office of African American Affairs in January 2017. During his tenure at OAAA, he has been actively involved with the OAAA Student at Risk Intervention Program, where he plays a crucial role in connecting students to additional resources and advisement. This support is aimed at helping these students successfully navigate their academic journey at UVA. Jeffery firmly believes that every student should have the necessary support to achieve their educational goals.

Dean Smith is dedicated to serving as the advisor for the fourth-year class, guiding, supporting, and assisting each student as they complete their academic studies and prepare for life beyond UVA. In addition to this role, he also serves as the Director of Community Engagement.

Dean Smith's educational background includes a Bachelor of Science in Information Systems from Liberty University in 2010, a Master's in Christian Ministry earned in 2016, a Doctor of Ministry in Biblical Counseling from Andersonville Theological Seminary obtained in 2020, and a Doctor of Education in Community, Care, & Counseling from Liberty University received in 2022. He is holds credentials as a licensed Minister and ordained Pastor.



## **Becky Sowers**

**Office of Organizational Excellence**

Becky recently joined the Office of Organizational Excellence (OE), the University's pan-institutional planning, improvement, and change program. As part of the OE office, Becky is partnering across the University to support strategic and operational planning, project management, change management, and organizational effectiveness. Prior to joining OE, Becky worked in career services at the McIntire School of Commerce, where she served as the Director of Operations and Data and managed a team that provided business intelligence, process improvement, and operational support to the larger team and school.

Prior to pivoting to the higher education space, Becky worked in the IT consulting and financial services industries, with roles spanning data analytics, project management, process improvement, and associate readiness. Becky graduated from the University of Virginia with a degree in Systems Engineering and earned an M.B.A. with concentrations in finance and sustainable enterprise from UNC's Kenan-Flagler Business School.



## **Kathryn Surcek**

**Darden School of Business**

Kathryn has been active in education innovation for the past 20 years. She led content design and development efforts at two School of Education and Human Development spin-off companies, leveraging digital technologies and directing teams and projects to create commercially successful and effective teacher development programs. She then pivoted to higher education, joining Darden in 2015 to launch multiple Coursera courses and specializations. In 2018, she partnered with the McIntire School of Commerce Instructional Design and Operations teams to design and launch courses for the Schools' joint Master of Science in Business Analytics.

Currently, she is focused on leading the creative and interactive design of asynchronous electives for Darden's Professional Degree Programs. With a keen interest in andragogy, DEIB, and the science of learning, she seeks out developing research and approaches.

Outside of work, Kathryn enjoys time with her family and five pets, hiking, gardening, cooking, reading – and occasionally binge-watching period dramas.



## Tiffany Tolson

School of Education and Human Development

Tiffany joined the UVA EHD team in November 2021. She oversees the communication and marketing functions of the school, including the EHD website, social media, branding strategy, digital marketing, content creation, and supports Dean Stephanie Rowley on moving the school's initiatives forward. Her experience at UVA also includes over three years in Advancement leading University Annual Giving's direct marketing team. A highlight of Tiffany's time at UVA was the semester she served as an academic advisor for members of the UVA football and wrestling teams, something she hopes to be able to do again in the future.

Tiffany is originally from upstate NY and moved to Charlottesville in June 2018. Prior to joining UVA, she spent a decade in Boston working in communication and business operation roles at Hult International Business School and Northeastern University. Tiffany holds an M.Ed. in higher education from Suffolk University and a B.A. in television production from Ithaca College. She lives in Albemarle County with her husband, Ben, her stepson, Nolan, and their dog, Jameson.



## Erica Wheat

UVA Human Resources

Erica graduated from The George Washington University with a degree in International Affairs and is certified in Change Management through ProSci. She is a past board member of the Child Health Partnership and a graduate of Leadership Charlottesville. Her professional interests include developing benefit programs that meet the needs of a diverse and multi-generational workforce and leveraging inclusivity to improve team culture and performance.

She has worked at UVA for over 17 years, and first came to the University as a benefit counselor. Prior to UVA, she worked in benefits administration for a community hospital in suburban Washington, D.C. Erica believes strongly in the power of approachable and inclusive leadership – the more democratic the team structure, the better. She takes pride in developing happy, capable, and resilient teams where everyone has a voice. Nothing makes her prouder than watching someone she's worked alongside grow and progress in their career.

Erica also loves a challenge. While at UVA, she developed the first HR Service Center in Human Resources and went on to lead the design and implementation of the HR Solution Center as part of the Ufirst team. A common theme throughout her career has been a passion for helping teams become comfortable with change.

In her free time, Erica is an avid reader and enjoys traveling with her husband to all the far-flung places of the world her children have found themselves.



**Jess Wilk**  
UVA Athletics

Jess has worked on the administrative side of the athletics department for the past 12 years. She is currently an Associate Athletics Director and the sport administrator for the nationally ranked women's soccer, men's and women's golf teams, and volleyball. She is also an athletics liaison to the Office of Admissions.

An accomplished lacrosse and field hockey player at both the collegiate and international level, she won an NCAA Championship in both sports at the University of Maryland and was inducted into their Athletics Hall of Fame. She began her professional career coaching both sports, including leading the Cavalier field hockey team to the NCAA Elite Eight.

Jess is a National Lacrosse Hall of Famer, a veteran of four World Cups as a player, and a three-time gold medalist as a coach. She has served two stints in the Department of Athletics for a combined total of 23 years of service to the students at this University.



**Kristie Wood**  
Darden School of Business

Kristie began work at the Darden School of Business in 2007 and currently serves as the Director of Academic Operations and PhD Program Coordinator. In the role of director, Kristie leads a team of 11 staff members who serve in faculty and program support roles, as well as overseeing course materials and assessment processes for the MBA and Executive MBA programs.

As the PhD Program Coordinator, she has been working closely with the Director of the PhD Program and Admissions & Marketing teams to ready the school for a new cohort of doctoral students set to begin in the Fall of 2023. Additionally, Kristie partners with Darden's Instructional Design team to oversee LMS needs for the full-time program, works closely with the Executive and Part-Time MBA staff on operational needs, and manages multiple budgets. She finds fulfillment in the project management, process improvement, and staff leadership components of her role and looks to others within her institution for inspiration and support.

Kristie resides in Charlottesville with her husband of 19 years and middle-school son, where she works as an artist out of her home-based studio in her spare time.



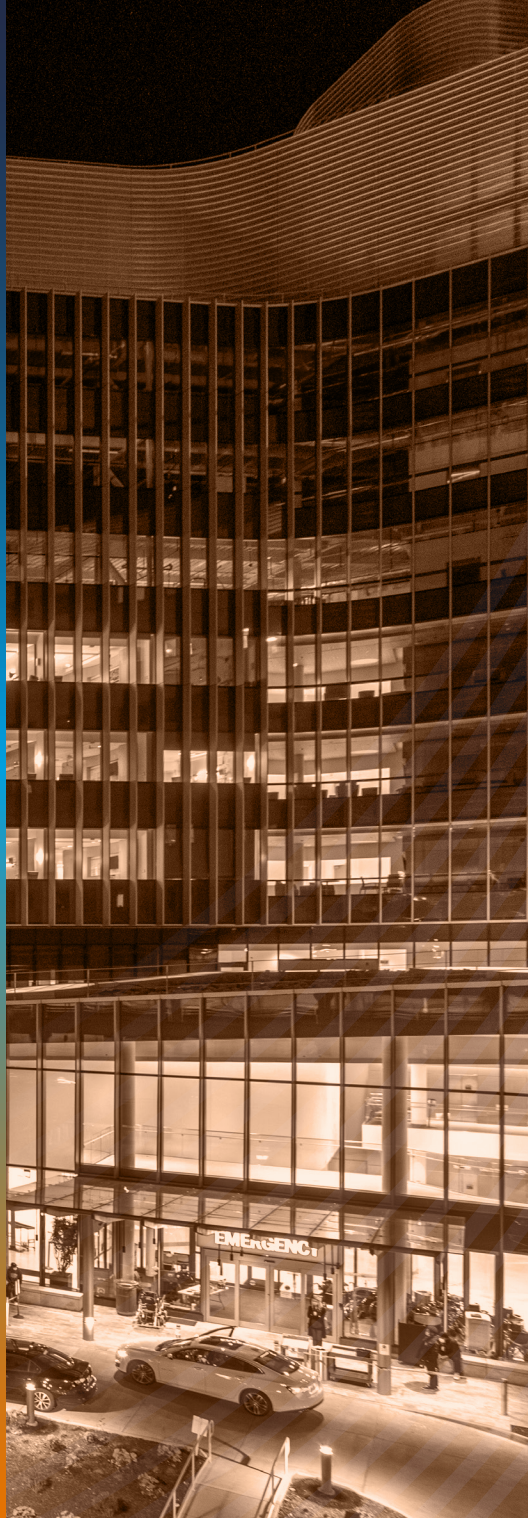
## **Melynda Zarzyski**

**UVA Human Resources**

Melynda has worked at UVA since 1997, when she joined the Heart and Vascular team as an Exercise Physiologist. In 2006, she completed her Bachelor of Nursing degree at UVA and began working as a Critical Care Nurse in the Coronary Care Unit. Melynda led the Nursing Professional Development Committee and was elected as 2018 President of UVA's Professional Nursing Staff Organization (now Nursing Professional Governance Organization) In 2018, she transitioned to a nurse manager in Vascular Surgery and Acute Cardiology. Managing a nursing unit during the COVID pandemic was challenging, and she found herself getting involved in nursing recruitment projects. She was tapped to lead the "Hiring" team as part of the CNO Leading with HEART initiative.

In July 2022, she transferred to UVA HR as a Talent Acquisition Manager overseeing Nurse and Healthcare Specialist recruitment. Process improvements over the past year have resulted in record numbers of nurse hires to UVA. Melynda continues to lead this team with a focus on reducing reliance on travel RNs and continuing to grow the team of UVA Nurses.

Melynda lives in Charlottesville with her daughter, Ashlyn. Her oldest daughter, Elly, graduated from UVA in May, and her middle daughter, Meme, is in her final year of her Nursing program down in Charlotte, NC.





# COHORT VIII & IX MENTORS



**Derrick Alridge**

School of Education and Human Development

**Lisa Badeau**

UVA Health

**Kathy Baker**

University Medical Center

**Cecil Banks\***

Office of the President

**Megan Barnett**

Office of the EVP and Provost

**Bush Bell**

University Medical Center

**Julie Bird**

UVA Human Resources

**Mary Brackett**

Office of Organizational Excellence

**Veronica Brill**

University Medical Center

**Althea Brooks**

University Advancement

**Arlyn Burgess\***

School of Data Science

**Penny Cabaniss\***

Office of the Senior Vice President for Operations

**Sarah Collie**

Office of Organizational Excellence

**Carolyn Cullen**

UVA Human Resources

**Adam Daniel**

Office of the EVP and Provost

**Keith Donnelly\***

Information Technology Services

**Tracy Downs**

UVA Health

**Laura Duckworth\***

Facilities Management

**Alexis Ehrhardt**

Office of the President

**Ben Hays\***

Office of the Building Official

**Tab Enoch\***

Student Affairs

**Nicole Eramo\***

Student Affairs

**Steve Farmer**

Office of the EVP and Provost

**Dana German**

University Advancement

**Kerry Grannis**

College of Arts & Sciences

**Ann Lawrence Grasty**

University Advancement

**J.T. Hall**

University Medical Center

**Nicole Hall**

Student Affairs

**Lesla Hanlin**

School of Continuing and Professional Studies

**Malo Hutson**

School of Architecture

**Angela Knobloch**

UVA Finance

**John Kosky**

UVA Human Resources

**Min Lee**

University Medical Center

**Megan Lowe**

Office of the EVP and COO

**Melissa Lubin**

School of Continuing and Professional Studies

**Mark Luellen**

University Advancement

**Kim Mayer**

Office of the Vice President for Research

**Kevin McDonald**

Office for Diversity, Equity, Inclusion and Community Partnerships

**Joanne Meier\***

Darden School of Business

**Jenn Oliver**

UVA Human Resources

**Michael Phillips**

Office of the EVP and Provost

**Leslie Pierce**

UVA Human Resources

**Joy Pugh\***

Office of the EVP and Provost

**Johann Reinicke\***

College of Arts & Sciences

**Julie Richardson**

UVA Finance

**Shernita Rochelle**

UVA Human Resources

**Jill Rockwell\***

Batten School of Leadership and Public Policy

**Siri Russell**

School of Data Science

**Shantal Savage\***

University Medical Center

**Ian Solomon**

Batten School of Leadership and Public Policy

**Mary Frances Southerland**

UVA Health

**Dave Stebbins\***

UVA Health

**Jerilyn Teahan\***

Office of the EVP and Provost

**Rob Teaster**

University Medical Center

**Justin Thompson**

School of Education and Human Development

**Janet Turner-Giles\***

UVA Human Resources

**Justin Vesser\***

University Medical Center

**Blake Watson**

Facilities Management

**Anda Webb**

Office of the EVP and Provost

**Lily West**

UVA Alumni Association

\*former Cornerstone Program participant



# THE CORNERSTONE PROGRAM

## SUCCESSION DEVELOPMENT

12

past participants  
are **CURRENT MENTORS**

51%

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

280

**PARTICIPANTS**  
in 9 years of  
the program

73%

**FEMALE**  
participants

**11 UNITS**  
& **10 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.**

# INTRODUCING COHORT IX

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**Christine Alencar**

Facilities Management

**Shawn Anderson**

Batten School of Leadership and Public Policy

**Matthew Burgess**

Information Technology Services

**Kristine Chaussee**

College of Arts & Sciences

**Amy Clobes**

School of Engineering and Applied Science

**Parchayi Dalal**

School of Medicine

**Beth Danehy**

UVA Human Resources

**Jazlyn Eddings**

UVA Athletics

**Casey Gallagher**

University Medical Center

**Elizabeth “Bizz” Glover**

University Medical Center

**Shelomith Gonzalez**

Facilities Management

**Kristine Hall**

University Medical Center

**Jeremy Harris-McDonnell**

Office of the Senior Vice President for Operations

**Logan Hobbs**

UVA Finance

**Rachael Hobbs**

Office of the Senior Vice President for Operations

**Megan Jeulfs**

Darden School of Business

**Michael Joy**

Office of the Architect for the University

**Jennifer Kirkham**

School of Data Science

**Beth Langevin**

Department of Safety and Security

**Robin Longo**

University Medical Center

**Shelly Lovelace**

Office of the EVP and Provost

**Yahusef Medina**

Virginia Humanities

**Kelsey Millay**

The Miller Center

**Tracey Patterson**

University Medical Center

**Ashley Ragland**

University Medical Center

**Cody Ragland**

School of Medicine

**Adam Richard**

College of Arts & Sciences

**Katie Rojas**

UVA Library

**Ellen Root**

University Advancement

**William Schnorr**

Facilities Management

**Danni Schreffler**

Karsh Institute of Democracy

**Holly Scott**

School of Continuing and Professional Studies

**Travis Searcy**

University Advancement

**Minal Shah**

McIntire School of Commerce

**Eric Shields**

University Medical Center

**Nick Smeltzer**

University of Virginia Foundation

**Stacey Trader**

College of Arts & Sciences

**Doran Tremblay**

The College Foundation

**Jamie Waldbillig**

University Physicians Group

**Halima Walker**

University Medical Center