



Mentoring



2018 McComas Leadership Seminar

Wednesday, May 9, 2018
Inn at Virginia Tech and Skelton Conference Center

Sponsored by Human Resources and the President's Office

Program

7:00—8:00 a.m.

Registration & Morning Refreshments

8:00—8:15 a.m.

Welcome with Ross Mecham,
Director for Organizational Development

8:15—9:00 a.m.

McComas Staff Leadership Award Ceremony
With Ross Mecham and Provost Cyril Clarke

9:00—9:45 a.m.

Opening Remarks with Robert Sebek
Staff Senate President

9:45—10:00 a.m.

Morning Break

10:00—10:45 a.m.

Lessons Learned from Mentoring
Dr. Menah Pratt-Clarke, JD
The Office for Inclusion and Diversity



10:45—11:30 a.m.

Staff as Mentors for Undergraduate Students
Dr. Rachel Holloway
Vice Provost for Undergraduate Academic
Affairs

11:30—1:00 p.m.

Buffet Lunch

1:00—2:00 p.m.

Seven Life Lessons from Psychological Science: How to bring out the best in yourself and others.
Dr. Scott Geller
Alumni Distinguished Professor, Psychology

2:00—2:45 p.m.

Mentoring: Becoming a Leader in the Workplace
Tamara Cherry-Clarke
Assistant Director of Student Conduct

2:45—3:00 p.m.

Afternoon Break

3:00—3:45

Strategies for Success: Mentoring and Being Mentored
Amy Hogan
Assistant Provost for Leadership Initiatives

3:45—4:00

Closing Remarks with Robert Sebek

4:00

Door Prizes

Ross Mecham
Assistant Director, University
Organizational and Professional
Development



Mecham is responsible for contributing to the research-based design, development, delivery, assessment, and outsourcing of new and existing leadership, management, and employee development opportunities for faculty and staff.

Prior to joining the University Organizational and Professional Development, Mecham taught executive education classes in strategic planning, emotional intelligence, leadership, team work, and problem solving in the Pamplin College of Business's Department of Management and Professional Development.

Before coming to Virginia Tech, Mecham worked for the Center for Creative Leadership in Greensboro, N.C., from 1998 to 2006. He also has development experience and previously worked for the Southeastern Center for Contemporary Art and the Arts Council of Winston-Salem and Forsyth County, both in Winston-Salem, N.C. He has authored articles in several journal publications and recently penned a chapter in the Oxford Handbook of Recruitment.

Mecham is a member of the Society for Industrial and Organizational Psychology and the Academy of Management.

Mecham received a bachelor's degree in psychology from Appalachian State University and a Master of Business Administration degree from the University of North Carolina at Greensboro. He is currently working on his Ph.D. in managerial sciences at Virginia Tech.

Robert Sebek
Collections Technology Specialist
University Libraries
President, Staff Senate

Robert Sebek has been a staff member at Virginia Tech for 23 years and currently works for Collections and Technical Services in University Libraries, where he deals with access to online resources. He has served as a senator for the library since the 90s and has lead its staff association three times. As this year's president of the Staff Senate, Robert has worked on issues affecting our lowest paid staff members, including compensation, parking, and child care. In his off hours, you can find him volunteering at the Lyric Theatre or watching movies.



Staff Senate Officers and Executive Board

President

Robert Sebek (University Libraries)

Phone: 540-231-1849

rsebek@vt.edu

Vice President

Tamarah Smith (Office of Summer and Winter Sessions)

Phone: 540-231-7327

tjsmith@vt.edu

Secretary/Treasurer

Leslie Sullivan (Provost Office)

Phone: 540-231-6122

leslie@vt.edu

Parliamentarian

James Venable (Department of Physics)

Phone: 540-231-6135

jpv3@vt.edu

One who refuses to seek the advice of others will eventually be led to a path of ruin. A mentor helps you to perceive your own weaknesses and confront them with courage. The bond between mentor and protégé enables us to stay true to our chosen path until the very end.

Menah Pratt-Clarke

Vice President for Strategic Affairs and Vice Provost for Inclusion and Diversity



Menah Pratt-Clarke is the Vice President for Strategic Affairs and Vice Provost for Inclusion and Diversity at Virginia Polytechnic Institute and State University (Virginia Tech). She is also Professor of Education in the School of Education in the College of Liberal Arts and Human Sciences, with affiliations in Africana Studies, Women's and Gender Studies, and the Department of Sociology.

She has more than 20 years of administrative, academic, and legal experience in higher education, with a focus on executing and coordinating large-scale strategic initiatives that promote institutional transformation. Prior to joining Virginia Tech, she had senior administrative positions and faculty positions at the University of Illinois at Urbana-Champaign and Vanderbilt University. As a scholar-administrator, she believes in the importance of praxis and using scholarship.

She has a bachelor's degree from the University of Iowa with a major in English and minors in Philosophy and African-American Studies. She received her master's degree in Literary Studies from the University of Iowa and a master's degree in Sociology from Vanderbilt University. In addition, she earned her PhD in Sociology and her law degree from Vanderbilt University. While at Vanderbilt, she taught African-American Studies and English at Fisk University, and taught English and Public Speaking through American Baptist College's program in the men's and women's maximum and minimum security prisons. She is licensed to practice law in Illinois and Tennessee.

Her research interests include critical race studies, Black feminism, and critical race feminism, with a particular focus on issues of transdisciplinary analysis of diversity issues in higher education. In addition to her first book, *Critical Race Feminism and Education: A Social Justice Model* (2012), her second book, *Journeys of Social Justice: Women of Color Presidents in the Academy* (Peter Lang, 2017), was released this year. Two additional books will be forthcoming: *Reflections on Race, Gender, and Culture in Cuba* and *A Black Woman's Journey from Sharecropping to the Academy: Lessons about race, gender, and class in America*.



Rachel L. Holloway

Vice Provost for Undergraduate Academic Affairs



Rachel Holloway serves as vice provost for undergraduate academic affairs. She oversees the strategies, programs, and resources that support the undergraduate educational experience at Virginia Tech. The Undergraduate Academic Affairs team works with partners across campus to advance strategic initiatives to provide a world-class education for all Virginia Tech undergraduates. These include university-wide curricular initiatives such as first-year experiences, general education, undergraduate research, and experiential learning; academic advising and academic support services; the Undergraduate Honor System, and support for special populations of students such as Veterans Services and Student Athlete Academic Support Services.

The Center for Excellence in Teaching and Learning along with other Undergraduate Academic Affairs units provide professional development for faculty and staff to promote innovative, inclusive, and effective learning environments for Virginia Tech students.

Holloway arrived at Virginia Tech in 1989, having received a bachelor's degree in speech communication from Morehead State University, and a master's degree and doctoral degree in communication from Purdue University. She has progressed through academic administrative and leadership roles, having served as undergraduate program coordinator, assistant department head, and head of the Department of Communication before serving as associate dean for undergraduate academic affairs in the College of Liberal Arts and Human Sciences from 2009 -2013. Prior to becoming Vice Provost, Holloway served on multiple university planning and review committees including the NCAA Self-Study Task Force, the Virginia Tech Arts Initiatives Steering Committee, the Faculty Advisory Committee on University Restructuring, and the Advisory Council on Strategic Budget and Planning, among others.

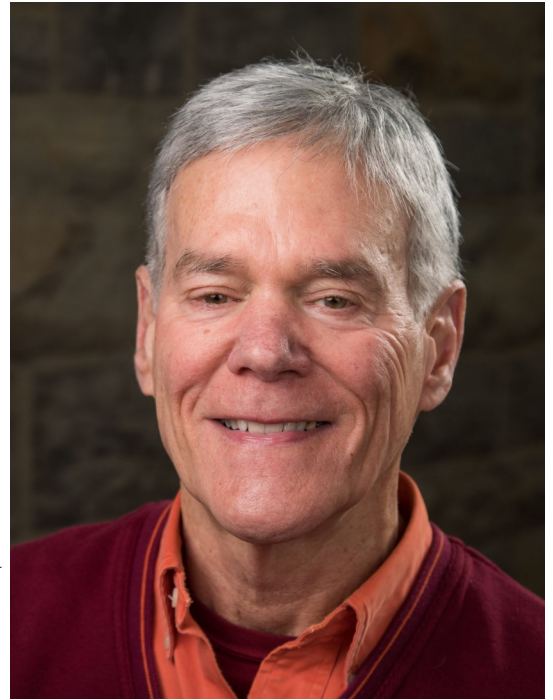
Holloway is a winner of the College of Liberal Arts and Human Sciences Excellence in Administration award, the Alumni Award for Excellence in Undergraduate Academic Advising, and the Virginia Tech Certificate of Teaching Excellence. She has provided workshops and training seminars for community and professional groups such as the U.S. Forest Service, the American Water Works Association, the Virginia Association of Local Government Managers, and Virginia Police Chiefs Foundations, among others. She is a member of the Public Relations Society of America and the National Communication Association. Her research and teaching specialty is Public Affairs and Issue Management. Her published works include “The 2008 Presidential Nominating Conventions: Fighting for Change” in *The 2008 Presidential Campaign: A Communication Perspective* (Praeger, 2009) and “Documentary as an Activist Media: The Wal-Mart Movie” with Ashli Quesenberry Stokes in *Rhetorical and Critical Approaches to Public Relations* (Lawrence Erlbaum, 2009).

E. Scott Geller

Faculty, Department of Psychology
Faculty, Industrial/Organizational
Psychology

Director, Center for Applied Behavior
Systems

E. Scott Geller, Ph.D. is an Alumni Distinguished Professor in the Department of Psychology at Virginia Tech. For 49 years, Professor Geller has taught and conducted research as a faculty member and Director of the Center for Applied Behavior Systems at Virginia Tech. He has authored, coauthored, or edited 41 books, 87 book chapters, 38 training manuals, 240 magazine articles, and over 300 research articles addressing the development and evaluation of applied behavioral science interventions to improve quality of life.



His most recent 700-page textbook: *Applied Psychology: Actively Caring for People*, defines Dr. Geller's entire research, teaching, and scholarship career at Virginia Tech, which epitomizes the VT logo: *Ut Prosim*-- "That I May Serve". He has received lifetime achievement awards from the International Organizational Behavior Management Network (in 2008) and the American Psychological Foundation (in 2009). In 2011, the College of Wooster awarded Dr. Geller the Honorary Degree: Doctor of Humane letters. Scott Geller received a prestigious teaching award in 1982 from the American Psychological Association, and since then he has received every university-wide teaching award offered at Virginia Tech. In 2005, he was awarded the statewide Virginia Outstanding Faculty Award by the State Council of Higher Education, and that year Virginia Tech conferred the title of Alumni Distinguished Professor on him.



Tamara Cherry-Clarke

Assistant Director for Student Conduct

Tamara Cherry-Clarke serves as the Assistant Director in Student Conduct. She assists the institution's chief conduct officer in facilitating the educational mission of the department, implementing the strategic vision of the office, and provides leadership in departmental decision-making and problem solving.

Previous to working in Student Conduct, Tamara was an Assistant Director in Career and Professional Development at Virginia Tech. Her career in higher education spans 15+ years, at five different campuses and with some of the most diverse populations. She prides herself in having the opportunity to work in different areas including academic advising, educational counseling, and teaching. This has provided her with invaluable experience, real world insight, and some pretty interesting stories.

Tamara is a member of Alpha Kappa Alpha Sorority, Inc., the Virginia Tech Black Caucus, and was recently elected as Vice Chair for the Virginia Tech's Women Alliance.

She completed her bachelor's degree in Psychology at Norfolk State University and a master's degree in Human Service Counseling with a focus in Executive Leadership from Liberty University. She is a certified AAUW Salary Negotiation Facilitator and is also a member of the Class of 2017, Virginia Tech Management Academy.



Amy Hogan Assistant Provost



Amy Hogan joined the Office of the Provost in May 2012. Her responsibilities include senior administrator searches and reviews, leadership development, and metrics.

Amy previously served as Assistant Director of Virginia Tech's Organizational and Professional Development department where she was responsible for providing organizational development consulting services to groups within Virginia Tech seeking to address organizational, leadership and team effectiveness issues, as well as supporting the design and delivery of leadership and faculty professional development opportunities.

Amy came to Virginia Tech as Employee Relations Specialist in the Human Resources department in May 2006, bringing with her 14 years of experience in organizational development, training, leadership development and human resources roles and has held leadership positions in the public sector as well as automotive manufacturing, financial services, and media publishing industries. In these roles, Amy has built solid experience in providing internal organizational consulting, building and implementing a variety of training and development curricula, career counseling, and building management and leadership development programs.










Amy has taught introductory psychology and sociology courses as an adjunct faculty member at the Central Pennsylvania Business College, is a certified Huthwaite International training facilitator, a certified Myers-Briggs Type Indicator practitioner, a certified Emotional Quotient Inventory practitioner, and is certified as a Senior Professional in Human Resources (SPHR).

Amy holds a Masters Degree in Organizational Management from University of Phoenix, and a Bachelors Degree in Psychology from Virginia Tech, with minors in Sociology and Music.





Mentoring Makes a Difference

Meet our Vendors

Vendor Categories for McComas Leadership Seminar

Vendor	Category	Color
Taylor Office Supply	Running the Office	
Wendy's Jewels by Design	Career Attire	
Hokie Wellness	Benefits for You	
Hyatt Place	Running the Office	
The Orange Bandana	Running the Office	
Virginia Tech Human Resources Benefits Department	Benefits for You	
Christiansburg Wine and Design	Team Building	
Virginia Tech Career Outfitters Program	Career Attire	
Virginia Tech Emergency Management	Benefits for You	

Categories

-  Career Attire
-  Team Building
-  Running the Office
-  Benefits for You

This is a list of Vendor's and the category they meet to go with our theme of

“Mentoring”

2018 Planning Committee

Zerita Montgomery
Co-Chair
Executive Secretary
Department of Biochemistry

Cynthia Booth
Executive Assistant
Vet Med Advancement

Lee-Ann Ellis
Office Manager/Public Relations
Materials Science Engineering

Linda Fountaine
Executive Secretary/Office Manager
History Department

Tami Foutz
Accounts Payable Analyst
University Controller-Operating

Brian Huddleston
IT Support Center Analyst
Veterinary Medicine

Amy Ingram
Administrative Assistant
Honors College

John Lemaire
Program Support Specialist
Hokie Wellness

Katrina Loan
Program Support Technician
Physics Department

Jenean Meadows
Co-op/Internship Program Enrollment Coordinator
Career and Professional Development-Auxiliary

Angel Carter
Co-Chair
Executive Secretary
Enterprise Systems

Heather Parrish
Administrative Assistant
Large Animal Clinical Sciences

Kimberly Ridpath
Executive Assistant
Dean of Business

Tammie Smith
Business Operations Specialist
Provost-Communication Marketing

Laura Steinberg
Records Coordinator
Department of Human Resources

Lenora Stover
Executive Secretary
School of Architecture & Design

Leslie Sullivan
Program Assistant
Faculty Affairs

Judy Taylor
Administrative Assistant
Faculty Affairs

Sarah Woodward
Program Support Technician
Pamplin College of Business

