Afternoon Breakout Sessions

8 Dimensions of Wellness for Success Building
- 305
Shawnte Elbert
Wellness involves actively working on the whole-person, which respects our complexity by recognizing that we are multidimensional beings. It is through attention to and the development of each of the eight dimensions of wellness, this workshop will guide attendees on how to set yourself up to be more successful in your personal and professional lives.

Social Capital- Networking, Mentorship, Sponsorship, LinkedIn, and Talent Acquisitions
- 405
Larry Smith, Sarah Rathbun, and Lauren Peña
Effectively maximizing your social capital takes significant effort and a deliberate approach. This session’s presenters will discuss personal stories of social capital maximization and provide tips and tricks for growing your professional sphere of influence while maximizing your potential for future career success.

Go Rogue: When, Why and How?
- 309
Gabrelle German, Dan Griffith and Lindsey Mosier
Arm yourself with a rediscovered energy for personal leadership! Join a panel of fellow IUPUI staff members who continue to transform their professional journey by creating opportunities and maximizing resources outside of prescribed roles. This session incorporates practical tools to help you identify your values and redefine your limits to help reduce roadblocks. Get the tools and motivation you need to challenge your preconceptions and own your value.

Welcome Speakers

Jim Klenner, MSc, MPH, MPA, RBP, CBSP
As the first Biosafety Manager at IUPUI, Jim developed the biosafety program into the respected resource it is today. He received his BS in Biology from the University of Pittsburgh at Johnstown and an MSc degree in Infectious Diseases and Microbiology from the University of Pittsburgh GSPH. While employed at the CDC/NIOSH duty station in Morgantown, WV Jim uniquely developed and received the first Masters of Public Health and Masters of Public Administration dual degree from West Virginia University.
He is credentialed as a Registered Biological Safety Professional, a Certified Biological Safety Professional and as an SM (NRCM) with the American Society of Microbiology. As an active member of the American Biological Safety Association he serves on the Affiliates Relations Committee, Scientific Program Committee and is the former Chair of the Membership Committee (2005-2013). Jim was asked to serve as the Team Leader for the Membership Leadership team (2013-14) and serves as the liaison for the ABSA/FBI Alliance. He has developed and taught numerous ABSA pre-conference courses, including the popular Molecular Biology 101 and Fundamentals of Microbiology and Infectious Diseases. He has written an article for Applied Biosafety and was elected to a 2 year term as Treasurer in 2015. Jim was an originating member of the Midwest Area Biosafety Network, Inc and served two terms as the President. At Indiana University-Purdue University at Indianapolis he has served on the Staff Council for the past eight years and will begin his final year as President this July. In August 2012 he was selected to participate in the Sandia National Laboratories’ International Biological Threat Reduction program held in Antalya, Turkey, to become a “twin” with an international Biorisk Management Advisor, specifically the Director of the Public Health Laboratory in Baghdad, Iraq. Outside of Biosafety, Jim was elected to the Whiteland Town Council and chosen to be the Vice President in 2015. He is also a swim official for IHSAA.

Chancellor Nasser Paydar
Nasser Paydar is IUPUI’s fifth chancellor and executive vice president for Indiana University and has been an IU faculty member for nearly 30 years. He has held various administrative and executive leadership positions since he joined IUPUI in 1985 as an assistant professor of Mechanical Engineering in the School of Engineering and Technology at IUPUI.
From 1989 to 2003, he served in a number of leadership positions within the school, including chairman of the Department of Mechanical Engineering, associate dean for Graduate Programs, associate dean for Academic Programs, and executive associate dean. In Spring 2004, Chancellor Paydar became responsible for the Indiana University-Purdue University Columbus (IUPUC) Center as vice chancellor and dean. In 2007, he was appointed as the chancellor of Indiana University East. In 2012, he returned to IUPUI as executive vice chancellor and chief academic officer and served in this role until his appointment as chancellor in 2015.
Chancellor Paydar is a graduate of Syracuse University with a Ph.D. from the Department of Mechanical and Aerospace Engineering.
Morning Breakout Sessions

Developing Comradery

Kimberly Bloodgood

We all have teams, but do we have camaraderie within our team? What does it mean to experience camaraderie in the workplace? Taking lessons from the military this session will allow you to hear about developing camaraderie and how it can work in your department.

MBTI & Work: Discover Your Path In The Force

Sean Southern, JD

Where do you gain your energy? Which tasks are most invigorating to you? How do you like to work in teams? Join Sean Southern for this interactive session where we will learn about ourselves through the Myers Briggs Type Indicator. The MBTI is a powerful tool for improving self-awareness. By the end of this session, you will gain insight into yourself and those around you. You will even know if you have the personality type of Luke Skywalker or Han Solo!

Managing Critical Conversations with Respect, Civility and Tact

Dan Griffith, JD

When working with others whose personalities and communication styles are so different than our own, we often struggle to communicate in ways that will be heard without causing defensiveness. It can be especially difficult to engage in critical conversations over important issues where there is a high level of emotion. In the worst case, people become blatantly accusatory. Conversely, when confronted by individuals who are abrasive, we often don’t know how to respond without becoming angry, reacting negatively, or simply shutting down. In this session, you will learn how to engage in civil dialogue with others to discuss critical issues, including how to enter dialogue with respect and positive intent, separate facts from opinions, challenge unsubstantiated assertions, avoid labeling, and confront “violators” in ways that avoid further escalation.

Morning Breakout Session Presenters

Kimberly Bloodgood, M.Ed.

Kimberly D. Bloodgood, M.Ed., is the Director of IUPUI’s Office for Veteran and Military Personnel. As an U.S. Air Force veteran she currently serves as the Secretary/Treasurer of IUPUI’s Faculty and Staff Veteran Council. Kim began her role serving U.S. Service Members with their education benefits in 2008 as a School Certifying Official, Financial Aid Consultant and Veteran Services Coordinator at Ivy Tech Community College in Bloomington, Indiana. Once she completed her Master's Degree in Adult Education she advanced her career by moving to the position of Program Director with the Indiana State Approving Agency. While in this role she approved training programs for the GI Bill, educated school certifying officials and performed compliance surveys at approved institutions. Kim is dedicated to assisting her ‘brothers and sisters in their educational goals’ and assisting them as they transition from the military to college - and then to a career!

Sean Southern, JD

Sean Southern is a lawyer and career counselor who firmly believes that new paths are worth exploring. He works in the Office of Professional Development at Indiana University Robert H. McKinney School of Law where he helps students figure out what it means to be a professional in the legal community. This typically involves interesting discussions about the students’ lives, from where they have been to where they want to be. Somewhere in the discussion, Sean adds a good dose of practical advice and coaching.

Dan Griffith, JD

Dan Griffith is Director of Conflict Resolution and Dialogue Programs in the Office of Intercultural Literacy, Capacity and Engagement. In this capacity, he provides training and consultation on topics and issues related to conflict management and dialogue facilitation for leaders, administrators, employees, and academic and administrative units. He also directs the IUPUI Intergroup Dialogue Initiative which involves the co-facilitation of in-depth dialogue processes and conversations on race, gender, sexual orientation, religion, class/rank, and other social identities. He also supports faculty in the development of an undergraduate Certificate in Intergroup Dialogue. Dan partners with the IUPUI Office of Equal Opportunity to facilitate the annual IUPUI Mediation Training program to develop campus peer mediators to address basic conflict situations and communication challenges in work and learning environments. Dan is also associate faculty for the IU School of Health and Rehabilitation Sciences, teaching an undergraduate course on diversity. He previously served other IU schools as associate faculty and has taught graduate and undergraduate courses in human resources management, organizational leadership, mediation, and negotiations and alternative dispute resolution. A licensed attorney and registered civil mediator, Dan earned his J.D. degree from the IU Robert H. McKinney School of Law. He also holds certifications as a senior professional in human resource management.
Stephen Hundley, Ph.D.
Senior Advisor to the Chancellor, Professor of Organizational Leadership

Stephen Hundley is Senior Advisor to the Chancellor for Planning and Institutional Improvement at Indiana University–Purdue University Indianapolis (IUPUI), an urban-serving institution with 30,000 students. He is Professor of Organizational Leadership within the Department of Technology Leadership and Communication in IUPUI’s School of Engineering and Technology. Hundley provides strategic advice and consultation to the Chancellor on a range of matters pertaining to IUPUI’s strategy, effectiveness, and future directions; leads the Office of Planning and Institutional Improvement, including facilitating the administrative and program review processes; directs campus annual reporting and accreditation activities; handles the executive search function for the campus; and serves as executive sponsor of IUPUI’s Program Review and Assessment Committee. Hundley also chairs the annual national-level Assessment Institute in Indianapolis, the nation’s oldest and largest event focused exclusively on outcomes assessment in higher education. This event was launched at IUPUI in 1992 under the direction of Hundley’s predecessor, Dr. Trudy Banta, the Institute’s founding chair, who retired from IUPUI in June 2016. He is also editor of Assessment Update, published bi-monthly by Wiley/Jossey-Bass. Hundley has addressed a variety of audiences in over 30 countries on six continents and throughout the United States. He writes, consults, and presents on topics related to organizational effectiveness, learning and development strategies, and higher education administration. Additionally, he has been recognized for his accomplishments through teaching, publication, and service awards and has received competitive funding from federal and state agencies and private foundations to support his work. His prior administrative roles include program director, department chair, and associate dean for academic affairs and undergraduate programs in the School of Engineering and Technology; associate vice chancellor for strategic initiatives in the Office of the Executive Vice Chancellor and Chief Academic Officer; and interim associate vice chancellor for undergraduate education and dean of University College. Hundley earned a doctorate from American University in Washington, D.C.

Brain Kremer, MBA
VP, Surgical Services at IU Health Physicians

Brian Kremer serves as vice president for IU Health Physicians practice operations. In this role, he is responsible for the operations of the ~1,700 physician group spanning over 150 outpatient locations and seven major hospitals. Brian has been on campus in multiple roles for Indiana University, and subsequently IU Health Physicians for over ten years. Brian earned a Bachelor of Arts degree and a Master of Business Administration from Indiana University. Outside of work, he enjoys running, writing music, and spending time with his wife, Elizabeth, and their three sons, Elliott, Andrew, and Evan.

Tom McMahon, SPHR
Director of Talent Management IU

Tom is a graduate of the Kelley School of Business. He earned his Master’s degree in Human Resources from Loyola University in Chicago. He has been in the corporate world for 32 years prior to joining IU in January, 2017. He was a co-founder of HOPE, a volunteer organization that helped the unemployed find work. He was recognized for his efforts by being one of only 50 people nationally to be invited to the White House to discuss volunteer employment services.

Sarah Rathbun
Executive Recruiter at the Indiana University Foundation

Sarah Rathbun serves as Executive Recruiter at the Indiana University Foundation, with eight years of corporate, non-profit, and graduate student recruitment experience. At the IU Foundation, Sarah develops and implements recruiting strategies to identify and attract high talent individuals for positions at all levels and across all functional areas. She also partners with IU deans and directors to lead development-specific searches. Most recently, Sarah served as a full-cycle recruiter for Amazon’s headquarters in Seattle, as part of a centralized, worldwide recruiting team for high-profile strategic initiatives. Prior to her time at Amazon, Sarah also worked as Associate Director of Graduate Student Recruitment for IU SPEA. Sarah holds a Bachelor of Arts in Psychology and Minor in Business from the University of Tennessee, and a Master of Science in Higher Education and Student Affairs from Indiana University.

Larry Smith

In June 2016 Larry Smith was named managing director at the Randall L. Tobias Center for Leadership Excellence, an Indiana University center located at IUPUI. In this role, Smith guides current and future work at the Center, whose mission is to transform both the study and practice of leadership. Among the Center’s major initiatives is the preparation of seasoned leaders for continued success -- both in their careers and in the organizations they serve in Indiana and the throughout the nation. Prior to joining the Tobias Leadership Center, Smith was the founder and CEO of Leading Edge Advisory Firm LLC. He also served the YMCA of Greater Indianapolis as senior vice president. Earlier in his career, he served as a director at the IU Lilly Family School of Philanthropy, as deputy director of civil society programs for the Hudson Institute, and as director of corporate strategy for Cummins. Larry earned a BA in history from Williams College and an MS in Management from Stanford Business School.

Lauren Peña, JD

Originally from Bettendorf, IA, Lauren Peña studied business and political science while attending Indiana Wesleyan. Following undergrad, she earned her law degree from the Indiana University Robert H. McKinney School of Law. She is currently working as the Assistant Director of Admissions in Recruitment at the IU McKinney School of Law. In her role she focuses on communicating and building lasting relationships with prospective law candidates. As a mindful brand management advocate, Lauren provides pointed advice to strength and reinforce the positive attributes in her advisees. Additionally, she continues to build her own personal network by developing her LinkedIn account, participating in numerous networking events, and being a member of the Indianapolis Bar Association Network Match Program.

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Shawnte Elbert, MA, MCHES, TTS

Shawnte is the Director for the Office of Health & Wellness Promotion at IUPUI, and a Faculty member of the Fairbanks School of Public Health. She attended East Carolina University and majored in Health Education & Promotion with a concentration in Worksite Health. She received her MA degree in Wellness from Chatham University, and is currently a second year doctoral student at St. Thomas University in the Educational Leadership and Management program. Shawnte received her Master Certified Health Education Specialist (MCHES) in April 2016, her CHES certification in 2007, and a Tobacco Treatment Specialist (TTS) certification in 2012. She is currently working on a becoming a Certified Health & Wellness Coach.

Lauren Peña, JD

Originally from Bettendorf, IA, Lauren Peña studied business and political science while attending Indiana Wesleyan. Following undergrad, she earned her law degree from the Indiana University Robert H. McKinney School of Law. She is currently working as the Assistant Director of Admissions in Recruitment at the IU McKinney School of Law. In her role she focuses on communicating and building lasting relationships with prospective law candidates. As a mindful brand management advocate, Lauren provides pointed advice to strength and reinforce the positive attributes in her advisees. Additionally, she continues to build her own personal network by developing her LinkedIn account, participating in numerous networking events, and being a member of the Indianapolis Bar Association Network Match Program.
Gabrelle German
Gabrelle joined the IUPUI Family in October of 2015 as the Coordinator for Guest Services within Campus Center and Student Experiences. In 2009, she received her B.A. in Communications with an emphasis on Public Relations and Rhetorical Advocacy. At IUPUI she enjoys the opportunity to develop and mentor students as well as fulfill her passion for event planning. It was her background in event planning that led her to this position. Rooted in a love for production, Gabrelle transitioned out of Social Work and began her journey as an event planner. Gaining experience in everything from Special Events and Weddings to Corporate Meeting and Conference Planning. Her wide range of experience lends itself nicely to her supervision of students. This June Gabrelle will begin another shift as she completes the requirements for her Master’s in Industrial Organizational Psychology from Adler University.

Dan Griffith
Dan Griffith is Director of Conflict Resolution and Dialogue Programs in the Office of Intercultural Literacy, Capacity and Engagement. In this capacity, he provides training and consultation on topics and issues related to conflict management and dialogue facilitation for leaders, administrators, employees, and academic and administrative units. He also directs the IUPUI Intergroup Dialogue Initiative which involves the co-facilitation of in-depth dialogue processes and conversations on race, gender, sexual orientation, religion, class/rank, and other social identities. He also supports faculty in the development of an undergraduate Certificate in Intergroup Dialogue. Dan partners with the IUPUI Office of Equal Opportunity to facilitate the annual IUPUI Mediation Training program to develop campus peer mediators to address basic conflict situations and communication challenges in work and learning environments. Dan is also associate faculty for the IU School of Health and Rehabilitation Sciences, teaching an undergraduate course on diversity. A licensed attorney and registered civil mediator, Dan earned his J.D. degree from the IU Robert H. McKinney School of Law. He also holds certifications as a senior professional in human resource management.

Lindsey Mosier
Lindsey Mosier is Co-Chair of the Staff Development Committee and the initiator of the IUPUI Staff Development Mini-Conference. She has worked in Higher Education for more than 12 years and is currently a Statewide Course Coordinator in Curricular Development for the IU School of Medicine. She holds a Master of Leadership Development degree with a focus in Organizational Leadership. She is passionate about collaboratively promoting the development of all individuals who seek to achieve career aspirations for the promise of a brighter future; recognizing individual value, maximizing talent, and creating meaningful impact.