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# leading *through* change

## **2015 McComas Leadership Seminar**

Monday, April 27, 2015  
Inn at Virginia Tech and  
Skelton Conference Center



# Program



**7:30 – 8:30 a.m.**

Registration & Morning Refreshments

**8:30 – 8:45 a.m.**

Welcome with Hal Irvin,  
Associate Vice President for Human Resources

**8:45 – 9:45 am**

**“Building a House for Diversity”**

Linda Greene,  
Diversity Program Specialist,  
University Organizational and  
Professional Development

**9:45 – 10:00 am**

McComas Staff Leadership Award Ceremony  
with Ross Mecham and President  
Timothy Sands

**10 – 10:45 am**

**“Leading Through Change”**

Keynote address by President Timothy D.  
Sands

**10:45 – 11:00 am**

Morning Break

**11 – 11:45 am**

**“Emotional Intelligence”**

Ross Mecham, Director of Organizational  
Development, University Organizational and  
Professional Development, Department of  
Human Resources

**11:45 a.m. – 1:00 p.m.**

Buffet Lunch

**1 – 1:45 p.m.**

**“From Brewarrina to Blacksburg via  
Burratorrang: An Aussie Boy’s Adventure  
in Change”**

Dr. David Hodgson, DVM  
Professor and Head of Department of Large  
Animal Clinical Sciences, Virginia-Maryland  
College of Veterinary Medicine

**2 – 2:45 p.m.**

**“Leading Change”**

John Massey,  
Director of Professional Development,  
University Organizational and Professional  
Development, Department of Human  
Resources

**2:45 – 3 p.m.**

Afternoon Break

**3 – 3:45 p.m.**

Nikki Giovanni,  
Poet and University Distinguished Professor,  
English Department

**3:45 – 4 p.m.**

Door Prizes

**4 p.m.**

Closing Remarks  
Dan Cook,  
Staff Senate President

Sally Wieringa,  
2015 Chair,  
McComas Leadership Seminar Committee

Keynote Speaker:

## Timothy D. Sands

Virginia Tech President

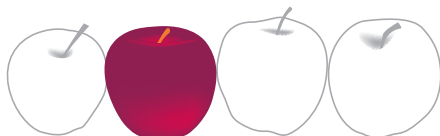
Timothy D. Sands was named the 16th president of Virginia Tech on Dec. 6, 2013. He began his term on June 1, 2014. Prior to coming to Blacksburg, Sands served as the executive vice president for academic affairs and provost of Purdue University since April 2010. Sands was acting president from June 2012 - January 2013, before Mitch Daniels became the 12th president of Purdue. In his role as acting president, Sands was responsible for leading Purdue's West Lafayette and regional campuses.



Sands earned a bachelor's degree with highest honors in engineering physics and a master's degree and doctorate in materials science from the University of California-Berkeley. He joined the Purdue faculty in 2002 as the Basil S. Turner Professor of Engineering in the schools of materials engineering and electrical and computer engineering. Prior to becoming provost, he served as the Mary Jo and Robert L. Kirk Director of the Birck Nanotechnology Center in Purdue's Discovery Park. From 1993-2002, Sands was a professor of materials science and engineering at the University of California-Berkeley and before that, he performed research and directed research groups at Bellcore, a New Jersey-based research company now known as Telcordia.

Sands has published more than 250 refereed papers and conference proceedings and has been granted 17 patents in electronic and optoelectronic materials and devices. His present research efforts are directed toward the development of novel nanocomposite materials for environmentally friendly and cost-effective solid-state lighting, direct conversion of heat to electrical power and thermoelectric refrigeration. He is a fellow of the Institute of Electrical and Electronics Engineers (IEEE), the Materials Research Society (MRS) and the National Academy of Inventors (NAI).

He is joined at Virginia Tech by his wife, Laura Sands. All four of their children have attended Purdue.



## Linda Greene

Diversity Program Specialist,  
University Organizational and  
Professional Development

Linda Greene began working at Virginia Tech in 2005 and currently provides administrative assistance and office management for the Office of University Organizational and Professional Development. She previously worked for University Planning Design and Construction and was in the Office of Diversity and Inclusion for five years. She also presents a workshop, "Generations at Work," to both internal and external constituents.

Prior to coming to Virginia Tech, she was the manager of Patron Services at University of North Carolina, Greensboro, and box office and information desk manager at James Madison University.



Greene earned an associate degree in liberal arts/social science from Harrisburg Area Community College and a bachelor's degree in human resource development and management through the Individualized Studies program at James Madison University.

In 2008, she earned a Certified Professional Secretary and Certified Administrative Professional (CPS/CAP) certification, and was re-certified as a Certified Administrative Professional-Office Manager (CAP-OM) through the International Association of Administrative Professionals in 2013.



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## Ross Mecham

Director of Organizational Development,  
University Organizational and Professional  
Development, Department of Human  
Resources



Ross Mecham, director of organizational development for University Organizational and Professional Development in the Office of Human Resources, supports the ongoing research, design, facilitation, and evaluation of organizational development programs for all Virginia Tech employees.

Prior to joining the University Organizational and Professional Development, Mecham designed and delivered executive education classes for clients throughout the southeast in strategic planning, emotional intelligence, leadership, team work, and problem solving for Virginia Tech's Pamplin College of Business. He has also worked at Virginia Tech's Center for Creative Leadership, and has led leadership projects for various organizations such as DuPont, Phillips, Maytag, Boeing, and the Economic Development Board of Singapore.

Mecham received his bachelor's degree

in psychology from Appalachian State University and a master's degree in business administration from the University of North Carolina, Greensboro. He is currently working towards his doctorate degree in managerial sciences at Virginia Tech, and has won numerous teaching awards at both Virginia Tech and Georgia State University where he taught courses in leadership, human resources, organizational behavior, and strategy.

Mecham has authored articles in several journal publications including Leadership Quarterly and has penned a chapter in the Oxford Handbook of Recruitment. He is a certified trainer of Situational Leadership II and a member of the Society for Industrial and Organizational Psychology and the Academy of Management.



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## Dr. David Hodgson

Professor and Head of Department of Large Animal Clinical Sciences, Virginia-Maryland College of Veterinary Medicine

Dr. David Hodgson is the head of the Department of Large Animal Clinical Sciences in the Virginia-Maryland College of Veterinary Medicine at Virginia Tech. He came to the college in 2007 from the University of Sydney in Sydney, Australia where he served as a professor in equine medicine from 1991 to 2007.

Hodgson comes from an animal production background subsequently going to college and the University of Sydney where he earned B.V.Sc. and Ph.D. degrees. He is a diplomate in the American College of Veterinary Internal Medicine and a Fellow of the American College of Sports Medicine. During his tenure at the University of Sydney, Hodgson also served variously as head of the Department of Veterinary Clinical Sciences, director of one of the two Veterinary Teaching Hospitals, and director of the Faculty Horse Unit. Prior to that, Hodgson was a faculty member in equine medicine at Washington State University



from 1984 to 1991. He has also held adjunct positions at the University of Pretoria in South Africa and the University of Glasgow Veterinary School in the United Kingdom. Hodgson has published numerous academic papers and has received many awards for his work, both scientific and instructional. He received the Ian Clunies Ross Medal which is awarded by the Australian College of Veterinary Surgeons for contributions to veterinary research during the honoree's first decade after graduation. He is also the recipient of the Rural Industries Research and Development Corporation award for meritorious contributions to equine research in Australia. Additionally, he has been a recipient of the Norden Distinguished Teacher award and a Vice-Chancellor's award for teaching excellence from the University of Sydney.



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## John Massey

Director of Professional Development,  
University Organizational and Professional  
Development, Department of Human  
Resources

As the director of professional development for University Organizational and Professional Development in the Department of Human Resources, John Massey supports the ongoing research, design, facilitation, and evaluation of professional development programs for all Virginia Tech employees.

Prior to coming to Virginia Tech, Massey spent 20 years in human resource learning and development leadership experience supporting several Fortune 500 companies including Dell, Inc., Wachovia Bank, and US Airways, Inc.

He is also the former president and owner of the Charlottesville, Virginia human capital consulting firm, Performance Training & Development, Inc., and has worked with



Lee Hecht Harrison as a Career Services Consultant, and CareerBuilder.com as a contract resume writer.

Massey received his bachelor's degree in business administration from High Point University and his master's in education, curriculum, and instruction from Virginia Tech, where he is a current doctoral candidate in the educational psychology program. He has also earned a Senior Professional in Human Resources (SPHR) designation, is a Certified Practitioner of the Myers Briggs Type Indicator (MBTI®) Step I™ and Step II™ Instruments, and received a certified instructor designation from both Development Dimensions International (DDI) and PCI Global, Inc.



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## Nikki Giovanni

Poet and University Distinguished Professor,  
English Department

Nikki Giovanni is the proud recipient of seven NAACP Image Awards for her poetry. She has been awarded The Langston Hughes Medal for Poetry and she is the first recipient of The Rosa L. Parks Woman of Courage Award. The state of Tennessee, her birth state, has placed an Historic Marker at 400 Mulvaney Street, the home of her Grandparents, where she lived during her teen years; the city of Lincoln Heights, Ohio, her childhood home, has also placed an Historic Marker on the street of St. Simon's, her elementary school.

Giovanni was invited to create the poem, *At This Moment*, celebrating the 200th Anniversary of the Birth of Abraham Lincoln. Standing where Marion Anderson stood was one of her proudest moments, she says. In 2008, Giovanni brought four books to publication; *Hip Hop Speaks To Children*; *Lincoln and Douglas: An American Friendship*; and *The Grasshopper's Song* added to her children's canon. *Hip Hop* reached Number 3 on the New York Times Best Seller List. Her latest collection of adult



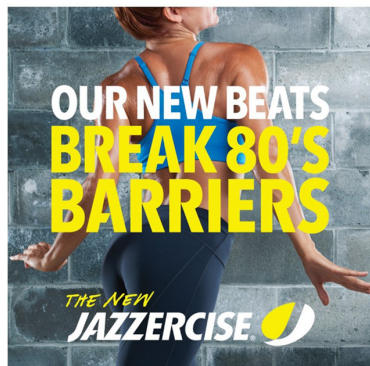
poetry, *Bicycles: Love Poems*, was honored with her sixth NAACP Image Award. 2010 saw the publication of *The 100\*Best African American Poems (\*But I Cheated)*, along with the accompanying CD with readings by Ruby Dee Novella Nelson and Sonia Sanchez, among others. Giovanni also produced the DVD VT READS celebrating The Steger Poetry Prize at Virginia Tech and co-produced *73 (Poems) for 73 (Years): The Lucille Clifton Memorial Reading*. Giovanni is especially pleased that she partnered with Maya Angelou to celebrate Toni Morrison at *Sheer Good Fortune*, which brought together a host of special artists, including legendary Angela Davis, MacArthur Genius awardee Edwidge Danticat, former United States Poet Laureate Rita Dove, and many others. Giovanni, whose new collection of poems is entitled *Chasing Utopia*, can frequently be seen sharing stories in Shanks Hall.





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**Thur:** 5:45a; 4:30p; 5:30p; 6:30p

**Fri:** 5:45a; 9:30a\*; 4:30p; 5:30p; 6:30p

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to dream more,  
learn more,  
do more  
and become more,  
you are a leader.*

-- John Quincy Adams



## 2015 Planning Committee

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