



# VIRTUAL CONFERENCE

*Spring*

May 13 & 14



*#WeAreAAACEofNACE*



# **VIRTUAL CONFERENCE**

## *Agenda*

### **May 13th**

**9:00 AM:** Welcome and Opening Session

**10:00 AM :** Implementing Career Development Theory in Career Curriculums and the Workplace

**11:00 AM:** Virtual Career Fair and Interviews using Handshake

**12:00 PM:** New Professional, Current Student, and Alumni Panel

**1:00 PM:** Annual Business Meeting and Board Nominations

### **May 14th**

**9:00 AM:** Diversity: Cultural Competency Addressing Unconscious Bias

**10:00 AM:** Starting a Career During COVID: First Generation College Grad Experiences of Remote Work

**11:00 AM:** Employer, Career Services, and Faculty Professionals Panel

**12:00 PM:** You Matter: Self-Care is Important

**1:00 PM:** Wrap-Up



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## Implementing Career Development Theory in Career Curriculums & the Workplace



**Kevin Bontempo**

Assistant Director of Career Services,  
University of Central Arkansas

Kevin currently serves as an Assistant Director of Career Services at the University of Central Arkansas. Previously, Kevin enjoyed working as a Graduate Assistant in Arkansas Tech University's Norman Career Services office. Originally from Cabot, Arkansas, Kevin holds a Bachelor of Arts in Communication Studies with a double minor in Business and Marketing from Arkansas State University as well as a Master of Science in College Student Personnel from Arkansas Tech University. Kevin is a member of the National Association of Colleges and Employers (NACE), National Career Development Association (NCDA), the Arkansas Association of Colleges and Employers (AACE), and has recently obtained his credential as a Certified Career Services Provider through the NCDA. Kevin's key interests include career development theory, employment law, and current hiring trends.

Dylan currently serves as the Assistant Director for Employer Relations and Internships at Arkansas State University. Prior to holding this position, Dylan served as an Academic Advisor at A-State. Dylan, who is from Hot Springs, Arkansas, holds a Bachelor of Science in Strategic Communication from Arkansas State University and a Master of Science in College Student Personnel from Arkansas Tech University. Dylan currently holds memberships in professional associations such as the Arkansas Association of Colleges and Employers (AACE), Southern Association for Colleges and Employers (SoACE), National Association of Colleges and Employers (NACE), and the Cooperative Education & Internship Association (CEIA).

**Dylan Tedder**

Assistant Director of Employer Relations,  
Arkansas State University





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## Virtual Career Fair and Interviews using Handshake



**Scott Millsagle** Education Relationship Manager, Handshake

Scott has spent the last eight years working in higher education and the ed-tech sector. He has a master's in anthropology and conducted ethnographic research in southern Haiti during and after Hurricane Matthew in 2016. As a graduate student working with cohorts of first-year college students Scott learned first-hand how difficult it is for students to navigate the complexities of the job market. His desire to find scalable solutions to those and other challenges in higher education eventually led him to the ed-tech sector, and finally to Handshake. At Handshake Scott works with schools across the US to effectively leverage Handshake as a tool to open new jobs and opportunities for students.

## Diversity: Cultural Competency Addressing Unconscious Bias

Tina, founder and President of Next Level Training Solutions Group, LLC — has more than 25 years of experience in the areas of training and organizational development, leadership, and customer service. Her consulting company has worked with local and state government agencies, corporate entities, faith-based and community groups. Tina's mission is to add value to the lives of others, to help them grow, and develop so they can accomplish their goals. Tina is a graduate of the University of Central Arkansas with a Bachelor of Business Administration degree in Marketing. She also holds a Master of Arts degree in Management Leadership from Webster University. She has an extensive background and multiple certifications in the adult learning process. Tina has worked as an independent certified coach, teacher and speaker with the John Maxwell team and is a certified facilitator with Franklin Covey, Development Dimensions International. Achieve Global and Diversity and Inclusion certificate from eCornell University. She is the author of a book and journal titled Next Level Thinking 90 Days to Inspire your Best Life. She is a certified Minority Business Vendor with the State of Arkansas, and is a Certified Women's Business Enterprise National Council, and serves on the Tea Rose Foundation board, as the Vice President. She loves spending time with her family and friends. The following quote by John C. Maxwell is a guiding purpose for Tina: "Success is knowing your purpose in life, growing to reach your maximum potential, and sowing seeds that benefit others."

**Tina Gilbert**



Founder & President,  
Next Level Training  
Solutions Group, LLC



# VIRTUAL CONFERENCE

You Matter: "Self-Care is Important"



**Dr. Tamara Glover**

Assistant Professor,  
Arkansas State University

Dr. Tamara, native of Pine Bluff, Arkansas earned a Bachelor of Arts in Social Work from the University of Arkansas Pine Bluff, Masters of Social Work from Arkansas State University and Doctor of Philosophy in Social Work from Jackson State University. She is currently employed at Arkansas State University as an Assistant Professor in the Social Work Department. Recently she was published in the Journal of the National Association of University Women for her article titled, Single Mothers Rearing their Children in Today's Society. Dr. Glover is a servant-leader, dynamic motivational speaker, and trailblazer. Her philosophy in life is Romans 8:28. She has dedicated her time and service to the field of social work as a Mental Health Professional and Educator. She enjoys rendering community service to all humanity and helping young people enhance their self-esteem. She proudly serves as the Vice President for the Little Rock Chapter of the National Association of University

Women, Single Parent Scholarship Fund Board Volunteer, Co-director for the Royal Queendom Women Empowerment Movement, and an active member of Alpha Kappa Alpha Sorority, Incorporated. She was also the 2008-2009 Miss University of Arkansas Pine Bluff, 2010 Miss

Black Arkansas USA, and 2018 Mrs. Arkansas United States. Dr. Glover currently resides in Jonesboro, AR with her husband Mr. Leonardo Glover and one-year old son, Sasuke Aray Glover.

Leaundra is a 2006 graduate of the UAPB. She received a Masters Degree in Higher Education-Student Affairs from the U of A Little Rock in 2018. She holds active memberships in the The Junior League of Little Rock, National Forum of Black Public Administrators, The National Urban League-Young Professionals, and Alpha Kappa Alpha Sorority, Incorporated. Her career has always surrounded being of service to others. She was a long term employee of Jefferson Comprehensive Care System, Inc, Ryan White Part D as a Case Manager for Women and Girls infected with HIV/AIDS. Leaundra advocated and provided case management for patients in 5 different cities within the state for a number of years. She then continued on to serve as a Counselor at Little Rock Job Corps. She is currently employed at the Clinton Presidential Center, Clinton Graduate School of Public Service, Center on Community Philanthropy as the Senior Administration Director/Fiscal Support. Leaundra has developed and hosts an array of community events, and is a gifted fundraiser. She is a highly sought after public speaker/facilitator and has completed the Non-Profit Board Member Certification. She holds dear the UAPB Philosophy of Education. "The

of education is to know God and the laws and purposes of his universe, and to reconcile one's life with these laws. The first aim of a good college is not to teach books, but the meaning and purpose of life. Hard study and the learning of books are only a means to this end. We develop Power, Courage and Determination and we go out to achieve Truth, Wisdom and Justice. If we do not come to this, the cost of schooling is wasted." -John Brown Watson, First president of AM&N/UAPB



**Leaundra Sanders**

Senior Administration Director/Fiscal  
Support, Clinton Presidential Center



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## Starting a Career During COVID: First Generation College Grad Experiences of Remote Work

April is the founder and principal consultant at Next Gen Rising, a social benefit corporation founded in 2020 focused on providing coaching, consultation, research and advocacy for the female first generation college graduate population. In addition, April works as a higher education market research consultant for a national edtech firm. April has also worked in human resources and talent development strategy roles for Walmart, along with serving in compliance, academic affairs, and adjunct teaching roles at public and private 4-year institutions. April is a first generation college graduate with B.S.E from UCA, M.Ed. from U of A, and an M.B.A. from University of Phoenix. April is currently pursuing her Ed.D. in Adult & Lifelong Learning from the University of Arkansas. In her free time, April enjoys mountain biking and traveling.



**April Taylor**

Founder & Consultant, Next Gen Rising

## New Professional, Current Student, and Alumni Panel



**Briahna Sparks** Innovation, Digital Payments, and APIs - Synchrony Financial

Briahna is an alumna of the UAPB with a Bachelor of Science degree in Industrial Technology Management and Applied Engineering. Creative, insightful, and passionate, Briahna served as a five-time student executive for four organizations, received five scholarships, completed five internships, became a Thurgood Marshall scholar, and graduated with a 4.0 GPA. She has experience leading data analysis projects, procurement and cost reduction strategies, and program level initiatives across the public sector, construction, and financial technology industries and is heading into a new role in Innovation, Digital Payments, and APIs at Synchrony Financial in July. In her free time, Briahna can be found writing poetry, reading books, and climbing mountains.



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## New Professional, Current Student, and Alumni Panel



**Tiffany McCloskey** Current Student

Tiffany is a Rising Senior Undergraduate of the College of Business with Bachelor of Science Marketing Analytics degree - Graduating May 2022. She is a non-traditional student who transferred in August 2020 from NorthWest Arkansas Community College in Bentonville. Tiffany is the Founder and Past President for student organization, NTSO (Non-Traditional Student Organization) at NWACC. She is currently a student intern with WLC (Women's Leadership Center) at Arkansas State University. Tiffany has lived in Bella Vista for the past 17 years, loves to travel, bike, hike and shop. A funny tidbit about Tiffany is that she is, "following the footsteps of her son, Travis McCloskey, an A-State Alumnus class of 2017".



**John Williams**

Associate Director of Honors College,  
Arkansas State University

John Williams, currently serves as the Associate Director of the Honors College at A-State and as the University College Enrollment Fellow. John has also worked in Academic Advising and in Admissions. He is a two time graduate of A-State, with undergraduate degrees in Communications and Philosophy and his Master's degree in College Student Personnel Services. In his spare time, he and his wife enjoy spending time with family, cooking, and making candles for their family's farm store.

**Tchetahan Silue**

Current Student

Tchetahan Natogoma Silue is from the Ivory Coast, West Africa. She is a first-generation student and has four younger siblings. Tchetahan completed her bachelor's in Information Systems in May 2020 from UCA. After graduation, she completed a .Net software engineering Training at SummitWorks

Technology for 5 months and worked as a Covid Data Entry Contractor at the ADH Public Health Lab. After 3 months, she was promoted to work with the Lab Informatics team as a Lab IT Support Assistant. Currently, Tchetahan is a Walton College of Business Master of Information Systems (MIS) student attending UA Fayetteville. Her goal is to work in business and eventually contribute to improving educational opportunities for young people (especially girls) in her home country.





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## Employer, Career Services, and Faculty Professionals Panel

Kanika Brown joined Oklahoma City University in April 2016 as coordinator of career services, after spending most of her professional career in the human resources field. She was an important part in helping employees understand how to navigate through the corporate sector, understand policies and procedures, and become successful professionals. As the Director of Career Services she is passionate about helping students achieve their goals once they graduate and acts as a listening ear and counsel for students who may have trouble deciding what to do after graduation. Kanika is Strong Interest Inventory certified and serves as the advisor to the Black Student Association. She received her Bachelor of Science degree in Family Studies and Gerontology from Southern Nazarene University, and is currently pursuing her Masters in Non-Profit Leadership at Oklahoma City University. She is a member of SoACE (Southern Association of Colleges and Employers) and OkACE (Oklahoma Association of Colleges and Employers) and has received numerous awards for her work with these organizations, including OkACE's Superior Service Award and Oklahoma City University's Extra Mile Award. She is a wife and mother of two, and enjoys listening to podcasts, which she balances out with her guilty pleasure, watching reality TV.



**Kanika Brown**  
Director of Career Services,  
Oklahoma City University



**Susan Shaw**  
Management Information Systems  
Lecturer, University of Central Arkansas

Susan graduated from UCA in 2015 with a Master of Arts in Teaching, where she also obtained a Bachelors in Business Administration in 2001. Susan currently works at the University of Central Arkansas in the Management Information Systems Department in the College of Business as a Lecturer. She teaches Business Computing, Advanced Spreadsheets, Business Statistics, and COBOL. For the past seven years, she has worked as an instructor with Virtual Arkansas where she taught Computer Science to over 200 school districts and had the privilege to teach thousands of students across the state of Arkansas. She also works for the Arkansas Department of Corrections Division of Youth Services teaching students Computer Science. Prior to this, Susan worked as a business professional in the private sector for over twenty years. There, she managed 250 employees, developed financial plans, budgeted for the fiscal year, created strategic plans, and was directly in charge of overseeing day-to-day operations, marketing, customer service and public relations. Susan realized that her true passion in life was to teach. She began working toward this goal in 2014. Her goal each day is to be an inspiration to others and make a difference in a student's life each day. Her favorite quote is by Vince Lombardi, "Practice does not make perfect, only perfect practice makes

perfect." Susan says, "I like to use this in my classes. It is great when teaching students about Computer Science. This subject is new and different to many students. But, with hard work, determination, and perfect practice, anyone can do it! I am living proof of that!"



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## Employer, Career Services, and Faculty Professionals Panel



### **Brian Henderson** Director of Annual Giving & Advancement

Brian received his undergraduate degree in 2002 from the University of the Ozarks in Clarksville, AR and his Master's degree in 2004 from Northwestern State University in Natchitoches, LA. Brian has worked in higher education since 2007 and is currently the Director of Annual Fund and Alumni Engagement for the University of the Ozarks. Prior to joining Ozarks, Brian spent 7 years at the University of Arkansas, where he served as the Director of Employer Relations and Student Placement in the College of Engineering. Brian enjoys spending time with his family, golfing, traveling, and laying on the beach when not working.



### **Dr. Kelly H. Owens**

Director of Workforce & Community Development,  
Arkansas State University - Beebe

Dr. Kelly holds a doctorate degree in education and has served in numerous positions throughout her career working in community and economic development and higher education. Prior to ASU-Beebe, Dr. Lyon worked for the Arkansas Department of Education - Division of Career and Technical Education, where she was an Associate Director for Occupational Programs. In 2018 and 2019 she served as the Strategic Planning & Development Manager at the Arkansas Department of Career Education and Office of Skills Development.

### **Tyler Vawser**

VP of People, Apptegy

Tyler and his talent acquisition team are the reason why Apptegy has been able to expand teams so successfully. When he isn't strengthening Apptegy's interview and selection process, he ensures an exceptional employee experience, serves as a culture champion, and works with senior leadership to ensure we maintain and scale our culture of Thoughtfulness and High Performance. Prior to Apptegy, Tyler worked in NYC in higher education and for high-growth startups including Museum Hack and Sticker Mule. On weekends, you can find him playing Rummikub with his kids, reading about personal finance, and/or eating too many cookies.







*Thank you to our  
Sponsor!*



# UPCOMING CONFERENCES

*Save the dates!*

WINTER CONFERENCE

DECEMBER 3,  
2021

SPRING CONFERENCE

MAY 19 & 20,  
2022  
MOUNT MAGAZINE





*Thank you to our Board!*



**Tiffany Johnson**  
President



**Jason Henry**  
President-Elect



**Becky Warren**  
Treasurer



**Dylan Tedder**  
Student Relations



**Laura Bishop**  
Employer Relations



**Robert Ellis**  
4-Year College/University Rep

**Robyn Williams**  
Historian



**Trena Shedd**  
Secretary