

## **SUE ANDERSON, MS**

Sue Anderson is a dedicated human resource professional with over 35 years of experience in both the public and private sector. Prior to her retirement, Sue spent 15 years in the University of California system serving at both the Riverside and San Diego campuses as Director of the Staff Education and Development function. She also held leadership positions in UC staff advocacy organizations and continues to mentor and lend support to those organizations. Her professional passions are diversity education, change management, leadership development, and performance improvement. She is currently serving as a consultant to UC Riverside as the campus develops a staff performance development program. She holds a Master of Science degree in Industrial/Organizational Psychology from California State University, San Bernardino, is a member of the Association for Psychological Science, and Psi Chi, the National Honor Society in Psychology.

## **YOLANDA ANGLIN, MBA**

Yolanda Anglin is currently the Interim Associate Vice President of Finance at California State University Monterey Bay (CSUMB). She was a founding staff member at the university in 1995. Yolanda held many roles during her tenure as the 1st Budget Officer for Academic Affairs, followed by the 1st Budget Officer for Student Affairs, and the 1st Budget Analyst in the University Budget Office. She rejoined CSUMB in 2017 as the Chief Academic Budget Officer and subsequently became the Campus Budget Director in 2019. While back at CSUMB the focus has been on improving and streamlining processes through proper documentation, automation of processes, and building a culture of collaboration and continuous improvement. Yolanda came to CSUMB in 2017 from San Diego State University (SDSU), where she held several leadership roles in the University Budget Office and the College of Business.

She is a member of California State University (CSU) Budget Officer's Association, CSUMB Fee Advisory Committee, and the CSUMB Strategic Budget Committee. She also serves on the WACUBO 2023 Program Committee, the WACUBO Diversity Equity and Inclusion Committee, and was a May 2022 graduate of the WACUBO Mentoring Program. She continues to serve as a mentor in the CSUMB Guardian Scholar Program and a mentor in SDSU's Aztec Mentoring Program. She recently held multiple roles on the Executive Board of Trustees for the Logan Heights Community Development Program in San Diego, CA 2014-2020.

Yolanda holds a Master's in Business Administration with an emphasis in Finance & Accounting from Regis University in Denver, Colorado.

She is married to Anthony Anglin, CAPT (Ret.) USN and has one son Tony Anglin Jr. who graduated in May 2022 from San Diego State University.

## **TERI BUMP**

Teri Bump is the Vice President of University Relations & Student Affairs for American Campus Communities.

Teri presents nationally on university trends and issues and has delivered educational sessions at APPA, NASPA, ACUHO-I, NACUBO, NIRSA, ACPA, NACAS, and ACE Spectrum. Teri is a past ACUHO-I, ACPA and NACAS Foundation Board trustee and currently serves on the Leadershape Board of Directors. In 2007 she was awarded the ACUHO-I Corporate Friend Award for service to the association and received the Business Partner of the Year Award for American Campus at the 2007 national NACAS conference and the 2010 ACPA Business Partner of the Year Award. She has been honored as a 2017 ACPA Diamond Honoree and 2018 Pillar of the Professions for NASPA. In addition, she has recently joined the inaugural cohort of Senior Fellows for the Aspen Index.

Prior to joining American Campus Communities in 1991, Teri served Boston University, Oberlin College, University of Illinois Champaign-Urbana, Texas Southern University, Alfred University and SUNY Oswego in student affairs. Teri received her bachelor's degree in Sociology from SUNY Oswego and her master's in College Student Development from Alfred University.

## **MIGUEL DELGADO, CPCU, CRM, ARM, ARM-P, AINS**

Miguel Delgado is the Chief Risk Officer at the University of Arizona in Tucson, Arizona. Miguel leads a high-performing team responsible for administering all aspects of the university's programs related to insurance, claims, campus safety, fleet safety, occupational safety/industrial hygiene, and environmental compliance.

The University of Arizona is a public land grant university with significant academic teaching and research programs in agriculture, medicine and biological sciences, optical sciences, and astronomy, as well as a broad spectrum of academic programs in the sciences, liberal arts, engineering, and business.

Along with a Bachelor of Science, Miguel holds the professional designations of Chartered Property Casualty Underwriter (CPCU), Certified Risk Manager (CRM), Associate in Risk Management (ARM), Associate in Risk Management for Public Entities (ARM-P), and Associate in General Insurance (AINS). Prior to joining the University of Arizona, Miguel worked in Risk Management at the University of New Mexico and also worked in the commercial insurance sector as a Workers' Compensation and Multi-Line claims adjuster.

Additionally, Miguel serves on the national Board of Directors for the University Risk Management and Insurance Association (URMIA) and is a Board Member and Chairperson for the Pima County (AZ) Self-Insurance Trust Fund Board.

## **STEPHANIE FABIAN**

Stephanie Fabian leads Chartwells organizational process development with Chartwells' new partners and spearheads our retention efforts.

With over 12 years of marketing experience in food and beverage within higher education, including various committee and conference roles with the National Association of College and University Food Services, Stephanie is passionate about bringing innovation and engagement to the student experience. Stephanie directly leads the development of new Chartwells' partnerships and oversees account retention. She is passionate about meeting the needs of the students.

A member of the NACUFS since 2015, Stephanie has played an active role in the industry by chairing several NACUFS conferences. Stephanie has a Bachelor of Science in advertising from San Jose State University.

## **DIANE M. FENNIG, PH.D.**

Diane Fennig is a passionate connector at the intersection of opportunities and talent. Her career foundation has been in association with universities and higher education systems for over 25 years. Diane continues to be a curious student. Her experiences in search and talent development along with her connections are the foundation ingredients in Diane's "secret sauce" for success. Her recipe also includes a serving of generosity, passion, grace, and gratitude. Diane joined the Human Capital Group in 2009, which is now Gallagher Executive Search and Leadership Advisors.

Diane's commitment to education includes an earned Bachelor of Arts degree in Psychology/Secondary Education from Marquette University, a Master of Science degree in College Student Personnel from Miami University and a Doctor of Philosophy degree in Educational Leadership/Organizational Behavior from the University of South Carolina. Diane has enjoyed Association Affiliations over the past decade with WACUBO, Forté Foundation, The YMCA, SHRM and SHRM-Atlanta.

## **MELA FEZZEY**

As a leader with over 25 years of experience, Mela Fezzey is passionate about connecting higher education and public sector professionals to solutions that deliver clarity and better strategic decisions. As partner, Mela leads a talented, dynamic team to deliver excellence in client relationships as well as between members.

She oversees the Tru Consulting strategic roadmap, translating it for teams across functions while forging working relationships and synergies across clients and strategic business partners. Mela prioritizes service excellence, innovation, and vision to guarantee a successful future for Tru's clients—and our business itself—while championing ethics, culture, and values. Her passion is people, and she enjoys building collaborative relationships and developing an inclusive, fun, productive, and motivated workplace culture for Tru Consulting.

## **Debra L. Hammond**

Debra L. Hammond has more than 44 years of experience in higher education. She received a bachelor's degree in sociology from Rutgers University and a master's degree in educational administration from California State University, Los Angeles. She serves as the Executive Director of the University Student Union (USU) at California State University, Northridge (CSUN). She opened a \$60 million Student Recreation Center (SRC) as well as a Pride (LGBTQ) Center, a Veterans Resource Center, and a state-of-the-art Oasis Wellness Center in 2013. She is currently in the process of planning a renovation project for the USU, which includes a center for basic needs (food pantry, basic needs counselors, community kitchen and clothing closet). At CSUN, she also serves as a faculty member in the Michael D. Eisner College of Education. She teaches in the college counseling/student services program where she received the Outstanding Professor of the Year Award in 2012. For her body of work, the California State University (CSU) selected Debra from among the CSU's 23 campuses as its outstanding staff member of 2016. The Wang Family Excellence Award is the highest award presented to an administrator by the CSU. Additionally, Debra serves as a consultant and coach for colleges and universities across the country in the areas of leadership, strategic planning, campus politics, diversity, equity and inclusion, and organizational development.



## **ANDREA JOHNSON**

Andrea Johnson is the mid-central Division President of Chartwells Higher Education, a division of Compass Group. Andrea's region encompasses 35 Chartwells Higher Education accounts, along with our sub-sector Fresh Ideas, a best-in-class company acquired by Compass Group in 2022.

Andrea has been with Chartwells for six years, and over this time has expanded her responsibilities within the company by taking on unique and challenging assignments. Her start with Chartwells was as the director of retail strategy, where she drove retail development and implementation on university campuses across the country based on students' needs for innovative retail dining. Her role, over time, then grew from a sole retail focus into the support of new sales and retention efforts.

After a few years in the industry, Andrea wanted to learn more about the day-to-day operations and contract management, and took on the challenge of managing the acquisition and governance of Fresh Ideas, the Chartwells sub-sector specializing in foodservice for smaller, private schools. From there her role grew to include the duties of Division President of the mid-central region, covering an area from North Dakota to Louisiana. Andrea graduated from the University of Colorado at Boulder with a double degree in Resort Tourism and Human Resources Management.

## **RUTH A. JOHNSTON, PH.D**

Ruth is a strategist, collaborator, teacher, trainer, and facilitator who brings a unique skill set to creatively solve problems, improve and streamline processes and lead change. Her expertise is in higher education administration and leadership and employee development, and team building. She has demonstrated skills in organizational assessments with recommendations, and advising leaders. She is owner and founder of RAJ Consulting.

She most recently served as the New Mexico State University (NMSU) system vice chancellor and chief operating officer focused on system-wide strategy, operational effectiveness and continuous improvement—while creating a climate of accountability, service, and trust. During her almost four years at NMSU Ruth oversaw the areas of Finance & Business Services, Facilities & Services; Enterprise Risk Management & Safety (including Audit Services, Environmental Health Safety & Risk Management, Policy Development & Implementation, the Police Department and Fire Department); Human Resource Services; Information & Communication Technologies; Government & Community Relations, and Marketing & Communications.

Before this role, Ruth served as vice chancellor for the University of Washington (UW) Bothell Planning & Administration. She provided leadership for administrative, financial, facilities, IT, human resource operations, and governmental & community relations. She led the development of a new budget model, that was a hybrid version of responsibility centered management. Prior to work at UW Bothell, Ruth worked on the main UW campus as Associate Vice President/Provost for many years, in leadership roles with Human Resources, Financial Management, Planning & Administration, School of Nursing, Organizational Excellence, UW Extension and Housing & Food Services.

Of special interest, Ruth established the University of Washington's sustainability office in 2008 and led the year-long effort to develop the UW's Climate Action Plan. She was instrumental in implementing a tri-campus sustainability policy and spearheaded visionary work in district energy, curriculum sustainability, and server centralization. Her efforts led to global recognition for sustainability excellence in higher education. Her legacy continues to be a model for other institutions for sustainability integration across campus operations and stakeholder engagement. Ruth has presented at numerous national conferences on sustainability issues, including NACUBO, WACUO, AASHE, and the Smart and Sustainable Campuses Conference.

Ruth holds a doctorate in organizational development and higher education, a master's degree in human relations, and a bachelor's in counseling psychology/social sciences. Ruth recently completed a 9 month program, Leadership New Mexico, for executive leaders to learn about how the State works. Ruth serves as past president of the Western Association of College & University Business Officers' board of directors and is completing her term on the board of the National Association of College & University Business Officers. She teaches various classes and workshops and consults with higher education institutions, associations, and governmental agencies.

**Contact information:**

Email: [ruthajohnston@comcast.net](mailto:ruthajohnston@comcast.net)

Phone : 425-922-9049

LinkedIn: <https://www.linkedin.com/in/ruth-johnston-219988/>

## **JOYCE LOPES**

Joyce Lopes joined Western Washington University (WWU) the new Vice President for Business & Financial Affairs July 1, 2021. She and her husband Tom are enjoying the adventure of relocating to beautiful Bellingham, Washington. Prior to joining WWU, Joyce served as Vice President of Administrative Affairs for 10 years in the California State University system first at Humboldt State and then at Sonoma State Sonoma.

Along with being a certified public accountant, Ms. Lopes holds a Master's in Business Administration and a certificate from the Chief Business Officer Leadership Institute sponsored by the California Association of School Business Officers. She was awarded the North Bay Business Journal CFO Award in 2018 and is a trained consultant in interest-based negotiations.

Ms. Lopes has 38 years of finance experience in the education industry that includes public and private universities in the U.S. and overseas, as well as a research university, a community college and a K-12 district. Her results-oriented leadership style is focused on trust, collaboration and accountability. She is a self-motivated and creative leader with experience developing sustainable budgets in growing and declining enrollment environments. Throughout her career, she has managed, coordinated and supervised a wide range of people from diverse backgrounds. This has led to a greater awareness and understanding of the richness that diversity brings to the workplace.

## **ASHLEE B. REECE-WALKER**

Ashlee Reece provides counsel and representation to California public school districts, county offices, and cities in a wide variety of employment and education law matters. Ms. Reece primarily conducts investigations for school and community college districts with respect to allegations of discrimination, harassment and retaliation. She has used this experience to develop a Cultural Sensitivity Training, which she has presented to individual clients, statewide conferences and professional consortiums. Ms. Reece is also a member of the firm's Title IX Sexual Misconduct Committee. She has fulfilled the role of Decision Maker in Title IX matters and helps train Decision Makers across the state of California. Additionally, Ms. Reece has successfully defended clients against charges brought by the DFEH, EEOC and PERB.

Prior to joining Atkinson, Andelson, Loya, Ruud & Romo, Ms. Reece was a labor and employment law associate for a large law firm in downtown Los Angeles where she handled matters including ADA, FEHA, wrongful termination, and Unruh Civil Rights Act litigation. Prior to working in litigation Ms. Reece was an Equity Officer at a private Jesuit research university in St. Louis, Missouri where she conducted Title VII and Title IX investigations, and trained new managers.

## **SARA A. REED, Ed.D.**

Dr. Sara Reed has over 20 years of experience in leadership, management, organizational change, and leadership development. Through her service in higher education and the military, she has led diverse teams throughout the globe. Currently, she serves as the Vice President of People & Talent at Western Governors University. Prior to that role, she was the Associate Vice President for People and Workplace Culture at Salt Lake Community College, where she led a team to help transform the lives of staff and faculty through their employment at SLCC. Sara has also served as the Director of Operations at the University of Utah's Department of Internal Medicine and Executive Director of the Shared Services Center at the University of California, Davis. She has also been an adjunct faculty member at several institutions, teaching at undergraduate to doctoral level.

Sara is passionate about the role of higher education in America, especially in the areas of leadership, diversity, inclusion, belonging, and helping all who participate in higher education in reaching their potential. Sara serves as board member for the Western Association of College and University Business Officers, where she has volunteered since 2014, serving on multiple committees and as a speaker at various events and is currently the Past President of the Utah Chapter of CUPA-HR. Prior to her transition to higher education, she served as an active-duty military officer, leading teams of various sizes across the globe and is now retired from the United States Air Force. She earned her doctorate from Drexel University, MA.Ed. from California State University – Sacramento, M.S. from Troy State, and BA from University of Minnesota. She is married and is mother to three children.

## **KATY REES**

Katy Rees serves as the Co-Founder of The Culture People. She is a passionate employee engagement and transformational change advocate with over two decades of experience in organizational development programs. Katy previously worked at California State University San Marcos for twenty-six years in progressively responsible positions, culminating as Associate Vice President of Administration overseeing Safety, Health & Sustainability, Integrated Risk Management, Internal Audit, Compliance & Operations, and leading campus COVID-19 response initiatives. Katy also served as an Organizational Development Special Consultant for the CSU Chancellor's Office assisting campuses with organizational assessments, strategic planning, affinity group development, and harnessing the power of the CSU system to deliver outstanding services for students, faculty, and staff.

Katy served on the WACUBO (Western Association of College and University Business Officers) Professional Development Steering Committee and Chair of WACUBO Leadership Programs, Faculty for the WACUBO Business Management Institute, Board Member of NCCI (Network for Change and Continuous Innovation) and member of the NACUBO Advisory Group on Leadership Diversity. She served on the Baldrige National Quality Award Board of Examiners and was a member of the inaugural NACUBO Fellows Program. Katy is a Gallup Certified Strengths Coach and MBTI Certified Practitioner. Katy has received numerous professional awards including the NCCI 2016 Leader of Change Award, and the designation of Administrator Emeritus from CSUSM honoring her contributions and career long commitment to the university and its mission.

## **DEANNA L. SOLINA**

DeAnna L. Solina provides labor and employment services to AALRR's Northern California education law clients, particularly in the areas of disability and reasonable accommodations, leave requirements, wage and hour requirements, contracts, layoffs, employee evaluation and discipline, dismissal and termination proceedings, discrimination complaints, and investigations of employee misconduct. She is based in our Sacramento office.

Prior to joining AALRR, Ms. Solina served as Vice President of Human Resources at San Joaquin Delta College for more than three years. Prior to that, she served the City of Stockton for more than 12 years — first as the Deputy City Attorney, then as Director of Human Resources.

## **ALLISON M. VAILLANCOURT, Ph.D., SPHR**

Allison M. Vaillancourt, Ph.D is a vice president and senior consultant within the organizational effectiveness practice at Segal, a North American consulting firm specializing in human resources and organizational strategy. Allison works with higher education and corporate clients on matters that include academic program reviews, workplace culture assessments, organizational redesign, and process improvement. Her career included varied roles in several public research universities. Prior to joining Segal in 2020, Allison served as Vice President of Business Affairs & Human Resources at the University of Arizona where she also held faculty appointments in the UA School of Government and Public Policy and the Honors College. Under her guidance, the University of Arizona was nationally recognized for building a community of leaders and creating an inclusive organizational culture.

Allison writes about workplace issues as a regular *Chronicle of Higher Education* contributor and is she is the author of *The Organization Politics Playbook: 50 Strategies to Navigate Power Dynamics at Work*.



## **GUADALUPE VALENCIA, MBA, CGFM**

Guadalupe Valencia is Senior Associate Vice President for Business Affairs and Deputy Chief Financial Officer. She is responsible for many elements of conducting business at the University and works closely with leadership to manage complex projects to ensure fiscal resources properly align with the institution's mission and vision.

Before joining UTEP, Guadalupe spent several decades serving in accounting executive leadership positions at university campuses throughout the United States including the Texas Tech Health Sciences Center at El Paso (TTUHSCEP), the University of Washington (UW), the University of Alaska Anchorage (UAA) and the University of Arizona (U of A). In those roles, her duties included effort reporting, fixed asset/property accounting, services centers, F&A cost rates including corresponding negotiations, human capital management, facilities/physical plant operations and resources management, police operations, budget, student business services, capital asset management, financial reporting, financial system implementations, rate studies, procurement, and payroll operations. Furthermore, as Executive Director and Associate Controller for UW, she served as the primary liaison between the University and UW's federal cognizant agency (Cost Allocation Services). At UAA, she served a dual appointment as Chief Financial and Administrative Officer (CFAO) at the Business Enterprise Institute and the University's Financial Services Department. In this role, she served as CFAO for the Alaska Small Business Development Center and the Alaska Center for Economic Development. Most recently she served as Chief Financial and Administrative Officer (CFAO) at the Texas Tech Health Sciences Center at El Paso (TTUHSCEP).

Guadalupe is currently President of the Western Association of College and University Business Officers (WACUBO) and serves on the National Association of College and University Business Officers (NACUBO) board. She is also on the board of the local El Paso Chapter of the Association of Government Accountants. She holds a BBA and MBA in Accounting from The University of Texas at El Paso and is a Certified Government Financial Manager.

## **JEFFREY J. WEST, MBA, CPA**

Mr. West started his professional career here in California, where he worked for two different Long Beach CPA firms. He then began his long association with higher ed administration by joining Utah State University, where he worked for seven years in the Accounting and Controller's offices (getting his MBA degree in the process). Following his employment at USU, he and his young family moved to Tucson where he began his tenure at the University of Arizona - advancing through various positions over fifteen years in the Office of the Associate VP for Finance and the Financial Services Office. He then moved on for a brief stint at the Maricopa Community Colleges in Phoenix, as Director of Financial Services/Controller, before moving back to Utah.

Just prior to joining Salt Lake Community College in 2019, he concluded a fifteen-year tenure at the University of Utah as their Associate VP for Finance. He recently retired after serving three years at Salt Lake Community College as their Vice President for Finance & Administration/CFO.

Mr. West is a long-time contributor to WACUBO – serving on their governing board and on several committees over the past 30 years. This is his 9<sup>th</sup> year as a faculty member at BMI, which continues his involvement in delivering professional development courses for the Association - having previously taught both the Basic and Intermediate Accounting courses for several years. He was also the main developer and instructor for WACUBO's workshop for Academic & Unit Business Officers. In addition, Mr. West has been actively involved with NACUBO – serving twice on their Accounting Principles Council, and teaching at several forums and workshops. He received NACUBO's Professional Development Award for 2009, and their Daniel D. Robinson Award for 2017. Mr. West has both BS and MBA degrees from Utah State University and is a Certified Public Accountant.

## **KORI WETSEL**

Kori Wetsel is an expert in change and implementation, with experience spanning over 25 years at the University of Utah. She has also dedicated over 12 years of her time as a volunteer, serving as Secretary on the WACUBO Board of Directors, and supporting the professional development of higher education business officers. Kori is skilled in designing and implementing administrative programs and leading teams that specialize in process improvement, system design, and all activities involved in implementing change in large, complex environments.

Currently, Kori is applying her expertise in negotiation, communication, and conflict resolution to work with court-involved families as a co-parent consultant and assistant to the Special Master in high-conflict domestic cases. She is also using her non-profit and board experience to help establish and grow the Utah Chapter of an international association that serves legal, mental health, and judicial officers, working to improve the lives of court-involved children and families.

Kori is passionate about adventure, learning, coaching, and bringing about positive and meaningful change. She loves spending time with her family and enjoys living, hiking, and cycling in the mountains of her "most of the time" home in Salt Lake City. During the winters, she can be found in Pacific Beach, California, and in the transitions between the two, she enjoys spending time in Southern Utah.

## **JENNIFER WILLIAMS**

Jennifer Williams serves as the Co-Founder of The Culture People - an organization focused on transforming the world of work to be positive, productive, welcoming, flexible, and inclusive. Her passion is for building great workplaces where every individual and team may develop and thrive. Jennifer has over two decades of experience in organizational development, employee engagement, strengths-based development, team effectiveness, and organizational culture. She holds a Master of Science in Psychology with an emphasis on Organizational Development and is a Gallup Certified Strengths Coach, Situational Leadership II Facilitator, ATD Change Management Facilitator, MBTI Certified Practitioner, DISC Certified Practitioner, as well as a "Carrot a Day" Recognition Facilitator.

With nearly two decades in Higher Education, Jennifer has served as a member of the Western Association of College and University Business Officers (WACUBO) Professional Development Steering Committee, Chair of the WACUBO Mentoring Program, and faculty for WACUBO Business Management Institute. She also holds the honorary designation of Administrator Emerita from California State University San Marcos (CSUSM) for her service, leadership, and commitment to the university's climate, signature employee engagement programs, and leading the campus to be recognized as a Great College to Work For by The Chronicle of Higher Education and ModernThink. Jennifer also has served as a California Baldrige Examiner for the California Council of Excellence and played an instrumental role in attaining statewide recognition for performance excellence for the Finance and Administrative Services division at CSUSM, receiving both the California Challenge Award in 2010 and the California Prospector Award in 2013.

## **KENDRA YOSHIMOTO, CPA (she/hers)**

Kendra Yoshimoto is Director of Fiscal and Audit Services at the University of Washington Bothell. She has over 25 years of experience in the private, non-profit, and public sectors, which includes public accounting, internal audit, and fundraising at Ernst & Young Los Angeles, Paramount Pictures Hollywood, and United Way of Greater Los Angeles. At the University of Washington Bothell, she is responsible for the central and shared business operations of the campus, as well as providing guidance on audits, fiscal compliance, and ethics. Kendra currently serves on the Western Association of College and University Business Officers (WACUBO) Diversity, Equity and Inclusion Committee and is a former WACUBO Board Member. She holds a bachelor's degree in business/accounting from the University of Hawaii and is a certified public accountant (CPA).