

## EOP's 2011 EOP Champions

On October 28, 2011, during their annual Open House, the office of Equal Opportunity Programs (EOP) honored their EOP Champions. This year, there were eleven recipients representing a range of interests within the UVA community. The champion awards are presented to individuals and organizations that perpetuate the principles of equal opportunity and exhibit leadership qualities resulting in notable contributions to the cause of social justice and equal rights.



### Our 2011 EOP Champions:

<p><b>Debbie Dean</b> HR Integrated System Functional Liaison, University Human Resources</p> <p><i>Nominated by:</i> <u>Sue Haas</u>, University Human Resources</p>	<p>Debbie has been an active member of EOP's EO/AA Compliance working group since its inception. Through her participation, she fosters an open and inviting atmosphere for those with whom she comes into contact and gets down to the details of equal opportunity in employment. Debbie works quietly behind the scenes to ensure the required information needed for development of the University's Affirmative Action Plan is documented correctly in the HR systems. She is always willing to go above and beyond in assisting EOP to make sure the University is satisfying its obligation as a federal contractor. Debbie also provides knowledge about our institutional history which is invaluable for producing required EO/AA reports. Debbie is a true EOP Champion.</p>
<p><b>Donna Kauffman</b>, HR Consultant Manager, University Human Resources</p>	<p>Donna and Olga should receive the EOP Champion Award for 2011 because of the incredible work they did on the Jobs@UVA Implementation program. Working with EOP to implement changes in the Jobs@ system to assist in diversifying applicant pools and ensuring that appropriate data is captured for the</p>

<p><b>Olga Kipnis</b>, Senior Project Manager, University Human Resources</p> <p>Nominated by: <u>Pat Daniele</u>, University Human Resources</p>	<p>University Affirmative Action Plans was a major initiative. Not only did it change how the University hires and recruits, but it also changed the way the University approaches EO/AA. Donna and Olga worked many hours on updating the process and procedures for the system, while educating them about the importance of affirmative action to ensure that UVA's workforce is diverse. Donna and Olga are true EOP Champions.</p>
<p><b>Kathy Woodson</b>, Human Resources Generalist, College Of Arts &amp; Sciences</p> <p>Nominated by: <u>Nancy Bertram</u>, Dean's Office, College of Arts &amp; Sciences</p>	<p>During the past year, Kathy has taken the initiative to not only learn about the changes in the Jobs@ UVA system to ensure more diverse applicant pools, but she has also made a significant investment of time learning more about EO and AA laws in order to assist departments in the College of Arts &amp; Sciences in satisfying compliance requirements. She works directly with departmental staff and search committee chairs to review and make suggestions regarding the steps to be taken to ensure that the composition of the search committees and the search process itself is inclusive. This entails placement of advertisements and demonstrating a commitment to diversity through the recruitment and hiring process for faculty and staff. She has been relentless in educating and encouraging departments in the pursuit of inclusion. Kathy also serves as an EO Advocate, which is the communication liaison between the College and EOP. Kathy is a true EOP Champion.</p>
<p><b>David Villiott</b>, Design Manager, Facilities Management</p> <p>Nominated by <u>Melissa Oliver</u>, Equal Opportunity Programs</p>	<p>For decades, David has been the "go to" person when making sure structures and programs at UVA are accessible to those with physical disabilities. Long before the ADA was passed, David could quote from the ANSI standards, give you the turn radius for wheelchairs, and tell you how steep was too steep for an incline off the top of his head. His interest in universal design and seeing that UVA is as barrier free as possible goes beyond the job. Access is important to him because he genuinely cares about equality, knowing that we all become less able over time. David's dedication to his work has had a significant, positive impact for those who depend upon curb cuts, ramps, lifts and access in general to get around this historic setting and his efforts should be applauded. David is a true EOP Champion.</p>
<p><b>Debbie Berkeley</b> Assistant Director of Elson Student Health Center, Learning Needs and Evaluation Center</p> <p>Nominated by: <u>Brad Holland</u>, University Ombudsman</p>	<p>Debbie has always been a tremendous asset, problem solver, and advocate for students with disabilities. Whether she is working to help someone through her position as Assistant Director of LNEC or her work on various committees at the University, she has never allowed red tape, bureaucracy, or other roadblocks deter her from providing assistance to those with disabilities. While Debbie's official duties are to assist students, she goes even further to help with access for faculty and staff when asked. She does not let the boundaries of her position prevent her from providing assistance wherever there is a need. Debbie is a true EOP Champion.</p>

<p><b>Robert Covert</b> Associate Professor, Curry School of Education</p> <p>Nominated by: <u>Charles Ross</u>, College of Arts and Sciences</p> <p>And, <u>Mark Hampton</u>, Dean's Office, Curry School</p>	<p>Bob is a tireless advocate for social justice and equal rights and demonstrates his commitment to these ideals in all that he does. While he may best be known for his courses on multicultural education, in which he leads students to a greater understanding of the role that differences plays in structuring the justice and rights that are accorded individuals in our society, he also lives his work as a faculty member at UVA, and in the way he lives his life. Bob challenges students and colleagues to recognize differences, to understand their own biases towards those different from them, and how those biases affect their interactions and relationships. Mark- a student facilitator in his class and a member of the Student Council Diversity Initiatives and Sustained Dialogue says that "Professor Covert has been more than willing to come speak at our events and provide wise words on the importance of dialoging and learning about people." Bob is a true EOP Champion.</p>
<p><b>Elizabeth Coles</b> Senior Fiscal Technician, School of Medicine, Digestive Health</p> <p>Nominated by: <u>Susan Fraiman, Stacy Diggs-Allen, Maryann Lincoln, James Harvey, Esther Davis, Jo-Annette Perez-Chacon &amp; Joanne Delapp-Anderson</u></p>	<p>Liz was Executive Vice President and Hospital Recruiter for the Staff Union at UVA from 2002-2008. She was indispensable to SUUVA's project of representing employees and bringing them together to promote a safe and equitable workplace. Her leadership and integrity as an advocate for social justice is well-recognized by her peers. She is careful to make sure that each individual she comes in contact with is at ease with their work environment and offers her support to ensure that things run smoothly. She is a dedicated, longstanding employee who stands up for the principles of equal opportunity, social justice and equal rights. Liz has the courage to speak up about issues of inequality even when she is a lone voice. Liz is a true EOP Champion.</p>
<p><b>Leonard Sandridge</b> Special Advisor To The President, Office of the Executive VP and Chief Operating Officer</p> <p>Nominated by: <u>Carol Anne Soderlund</u>, Department of Medicine, Administration</p>	<p>To quote Maya Angelou —"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel". As Leonard's nominator recounts, a few years ago, she contacted Leonard regarding an issue she was involved with in her division which resulted in her being placed on short-term disability. After hearing the circumstances, Leonard was very supportive and helped her regain her job. Leonard's commitment to the fair and ethical treatment of employees and righting of wrongs reveals much about his character. No one can dispute his commitment and concern for equal rights and access for all UVA employees as demonstrated in his creation of the Employee Councils and the position of the Ombudsman so that all have a place to be heard. Leonard has been noted for saying, "Just do what's right," setting an example for all of us. Leonard is a true EOP Champion.</p>

<p><b>Patrice Grimes</b> Associate Dean, Office of African American Affairs &amp; Assistant Professor, Curry School of Education</p> <p>Nominated by: <u>Beverly Adams</u>, College of Arts &amp; Sciences</p>	<p>Among Patrice’s responsibilities as Associate Dean in the Office of African-American Affairs is the Faculty-Student Mentoring Program. This program provides students of color with supportive and nurturing educational experiences. She is passionate about advancing the mentoring program and ensuring that each mentee and mentor develops a positive relationship and has a rewarding experience. This year she made it a priority to meet with all the mentees to ensure their understanding of the program and to encourage their active participation. One faculty mentor said, “It’s important to help students succeed at UVA. The program is a good way to contribute to building a diverse community at UVA.” Since 2006, Patrice has been a faculty mentor and conducted student workshops on a variety of academic and leadership topics. She participates in many University efforts to increase diversity among the faculty and student body here at UVA. Patrice is a true EOP Champion.</p>
<p><b>Sally Barber</b> Special Advisor for State and Federal Relations, Office of the VP &amp; CEO of the Medical Center</p> <p>Nominated by: Anonymous</p>	<p>Though nominated anonymously, Sally’s advocacy and support of EOP’s mission and programs are anything but. She was among the first visitors to our first open house in 2006 at EOP’s West Complex Office. She has supported EOP’s visiting days in the Medical Center where our office is allocated a table outside of the cafeteria to provide information about our programs and services to Medical Center employees. She has been supportive of EOP’s work and made herself available to provide her perspective on proposed initiatives and projects and their impact on the Medical Center. Sally is also an active member of the Women’s Leadership Council working to ensure equality of opportunities for all our female faculty, students and staff. In her role as Special Advisor for State and Federal Relations she has supported legislation that promotes equity and access. Sally is a true EOP Champion.</p>