The Staff Development Team helps Student Affairs staff learn more about ourselves and our coworkers in areas such as leadership approaches, management and supervision styles, career enhancement, and numerous other professionally related categories. If you should have questions regarding Staff Development Team events, or wish to join the team, please email staffdevelopment@utsa.edu.

2010-2011 Staff Development Team Members

Shirley Rowe, co-chair
Tammy Casas
Erika Cox
Edna Dominguez
Anne Jimenez
Pat Marcus
Emily Patton

Keri Shipllet, co-chair
Eric Cooper
Cassandra Delgado
Claudia Giliberti
Steve Kudika
Gabriel Mendiola
Anne Speights

2011 Student Affairs Conference: Building Bridges

Presenter Biographies
Dr. Stan Carpenter is Interim Dean of the College of Education at Texas State University-San Marcos. He earned a B.S. degree in Mathematics from Tarleton State University; an M.S. in Student Personnel and Guidance from Texas A&M-Commerce; and a Ph.D. in Counseling and Student Personnel Services from the University of Georgia. He joined the faculty at Texas State in 2003 after over twenty years at Texas A&M University.

He has held administrative positions including Professor and Chair of the Counseling, Leadership, Adult Education, and School Psychology Department at Texas State, Dean of Students at the University of Arkansas at Monticello and Executive Director of the Association for the Study of Higher Education (ASHE) from 1987-97. He has served as Chair of the Senior Scholars of the American College Personnel Association (ACPA) and completed terms as National Board Member at Large of the National Association for Student Personnel Administrators (NASPA) and Editor/Chair of the ACPA Media Board. He has also served as a Directorate Board member for Commission XII (Professional Preparation) of the ACPA. He is a past member of the Journal of College Student Development Editorial Board, NASPA Journal Editorial Board, and the Review Board for the College Student Affairs Journal. He has also been the chair of the NASPA Faculty Initiative.

Dr. Carpenter’s honors and achievements include being named a Pillar of the Profession by the National Association of Student Personnel Administrators (NASPA), 2010; Senior Scholar Diplomate in 2005 by the American College Personnel Association (ACPA); the 2004 Esther Lloyd Jones Professional Service award from ACPA; being named a Diamond Honoree and Senior Scholar at the 2000 ACPA Conference; being designated a Namesake for a “Fish Camp” session (extended orientation program), Texas A&M University, Summer 1999; Melvene Draheim Hardee Award for Contributions to Student Affairs, Southern Association for College Student Affairs (SACSA), 1997; Distinguished Service Award, 1996, from the Association for the Study of Higher Education (ASHE); Association of Former Students Distinguished Teaching Award for the College of Education, 1996; University of Georgia Student Affairs Administration Program Doctoral Alumni Award, 1995; Anuit Coeptis Senior Professional Award, ACPA, 1995; The National Distinguished Service Award from the Alpha Phi Omega National Service Fraternity, 1990; the Outstanding New Faculty Award from the College of Education Development Council, 1987; the Distinguished Faculty Award from the Texas A&M University’s Society of Educational Administration Students, 1986-87; and Dissertation of the Year Award from the National Association of Student Personnel Administrators (NASPA, 1981). He has given over 150 conference and invited presentations and written over 95 journal articles, book chapters, and other professional publications and reports focusing on professionalism, leadership, and professional development in student affairs.

He served as the National President of Alpha Phi Omega National Service Fraternity from 1986-90 and as member and Chair of the Board of Trustees of the Alpha Phi Omega National Service Fraternity Endowment Fund from 1996-2008. He was the namesake of the APO National Pledge Class for the Fall of 1999. He is married and has three children and four grandchildren.

Our Vice President for Student Affairs

Dr. Gage E. Paine

Gage E. Paine serves as Vice President for Student Affairs at The University of Texas at San Antonio. She earned her Ph.D. in Educational Administration from The University of Texas at Austin and J.D. from Texas Tech University. As the Vice President for Student Affairs at The University of San Antonio she leads a staff of approximately 470 full time employees and an equal number of student employees.

Dr. Paine has presented workshops at numerous statewide and national conferences on student affairs topics and has presented various creative leadership programs. Dr. Paine’s innovative approach to creativity and leadership development and exploration includes the use of metaphors in workshops such as “The Leadership Dance,” “The Heart of Leadership,” and “Leadership Yoga.” Dr. Paine also delivers leadership and strategic planning consultations to a variety of academic and non-profit audiences.
Adriana Alicea-Rodriguez currently works as a Complex Coordinator for Laurel Village in the Office of Housing and Residence Life. She is a member of the E.P.I.C. Journey Sanctioning Model Core Team. Prior to UTSA, Adriana worked as a Hall Director at Texas A&M University and as an Assistant Residence Hall Director at The University of Vermont. She holds a Master’s Degree in Higher Education and Student Affairs Administration from The University of Vermont, and a Bachelor’s Degree in Public Relations from Marquette University. Adriana is an active member of the National Association of Student Personnel Administrators (NASPA), serving in leadership positions within the NASPA Undergraduate Fellows Program and the Latino/a Knowledge Community. Adriana is originally from Puerto Rico, and loves Sudoku puzzles and traveling.

Kelsey Bratcher is the Assistant Director of Student Activities for Risk Education, Alcohol and Drug Programs. She enjoys educating students through educational events like Party on the Paseo and Rowdy Wing Fling. She also advises the award winning student group Be A Responsible Roadrunner, serves as the Texas Coordinator for both The BACCHUS Network and The Network Addressing Collegiate Alcohol and Other Drug Issues. In February 2010, Kelsey received the Certificate in Alcohol Prevention Leadership and in 2009 she received the UTSA Rising Star Award. With over 10 years in Student Affairs, she has experience in Peer Education, Alcohol and Drug Prevention Programming, Greek Life, Student Organizations, University Event Planning, Diversity Programming, Leadership Development, Student Activities Council, Orientation, Supplemental Instruction, University Center Management and teaching Speech courses. Kelsey holds a Bachelor of Science Degree in Mass Communications and a Master of Arts Degree in Interdisciplinary Studies from West Texas A&M University.

Leopoldo “Polo” P. Cervantes, P.E. is a registered professional engineer, grew up in the Texas Hill Country. Upon graduating from R克思prings High School, he attended Texas A&M University where he earned a Bachelor of Science Degree in Engineering. After earning his degree, Polo enjoyed an eighteen year career with Southwestern Bell. While at Southwestern Bell, Polo received his professional engineering license and became a registered professional engineer (P.E.). Polo also holds a Master’s Degree in Business Administration from The University of the Incarnate Word in San Antonio. In early 2000, Polo served as the City Engineer for the City of San Antonio, the seventh largest city in the United States. Polo is presently the Assistant Vice President of Facilities at UTSA where he is primarily responsible for managing the operation and maintenance of over 4.5 million square feet of tri-campus facilities.

Eric K. Cooper, Ph.D., is currently Director of Student Enrollment Services at UTSA where he supervises 31 staff members. Eric has a Bachelor’s Degree in Psychology, a Master’s Degree in Counseling, and a Doctoral Degree in Educational Psychology. Eric has 17 years experience in financial aid, registrar, admissions and advising where he has gained experience with supervision, project implementation, and committee leadership. In addition to his time as an administrator, Eric has taught numerous psychology courses since 1998 and believes the principles and concepts from psychology can lead to effective supervision and management. Eric loves helping people learn, develop and grow, and enjoys working with students and parents. Some of his personal interests include: bonsai, saltwater aquariums, tae kwon do (a Korean marital art in which he holds a third degree black belt) and training for triathlons. He and his wife have 2 greyhounds and 3 cats, and the entire family loves living in San Antonio.

Erika Cox serves as an Assistant Director of Student Enrollment Services at UTSA. Erika has been with Financial Aid and Enrollment Services since 2004 and currently manages the Enrollment Services Call Center which houses 10 staff members. Erika is a UTSA alumnus, having earned her Bachelor’s Degree in Communication. She has served on the Student Affairs Staff Development Team since 2008. She currently serves on the Texas Association of Student Financial Aid Administrators (TASFAA) training team. Her favorite aspect of her job is counseling students and parents about the many avenues of aid available to make college more affordable. Erika is a self-proclaimed nerd who enjoys reading, camping, movies and grilling food with friends and family. Erika and her husband Brandon have an outgoing daughter named Evelyn and a worthless (but cute) mini-schnauzer named Darcy.
Jennifer Fueglein is currently in her second year serving as a Coordinator in the Office of Student Judicial Affairs at UTSA. Jennifer currently serves on the E.P.I.C. Core Team developing the E.P.I.C. Journey Sanctioning Model. She worked previously with the university for 2 years in campus housing. She holds a Bachelor of Arts Degree in English and a Master of Arts Degree in Human Resource Development and Management from Webster University.

Claudia Giliberti has more than 5 years of work experience for a multinational company in Sales and Marketing, coordinating significant projects. She is skilled in business and strategic planning, project organization and management, sales management and team building. Claudia taught a Marketing course at Aquinas College (Nashville) for 2 years and, after moving to Texas, joined The University of Texas at San Antonio as one of the Career Counselors for undergraduate students in the College of Business. She has a passion for serving international students and has presented at both national and local conferences on how to assist this specific student population on obtaining jobs and internships. Professional affiliations include National Career Development Association (NCDA), the National Association of Colleges and Employers (NACE) and the Southern Association of Colleges and Employers (SoACE). Claudia holds an M.B.A. from Clark University, Graduate School of Management, in addition to a Bachelor’s and Master’s degree in Economics from the University of Bari, Italy.

Missy Guillot is a Training & Development Specialist II, in UTSA’s Training & Development division of Human Resources. Missy’s areas of specialization are: Leadership, Communication, Listening, Presentations, Developing Teams, and Customer Service. She facilitates classroom training for UTSA employees as well as consulting with departments about training needs. Missy’s professional career includes university and college teaching, facilitating, and corporate training. She is a Certified Facilitator for Stephen R. Covey’s programs—7 Habits; 7 Habits for College Students; and Leadership. Missy holds a Bachelor’s Degree in Education from Eastern Illinois University and a Master’s Degree in Communication from the University of Colorado. She moved to San Antonio in 1990. Missy and her husband, Jimmy, have 4 children and 4 grandchildren.

Melissa Hernandez is assistant director of UTSA’s Counseling Services and has served UTSA for 7 years. She is a graduate of The University of Texas at Austin with a Bachelor’s Degree in Psychology and a Master’s Degree in Social Work. She is a licensed clinical social worker and has been working on school campuses for over 10 years. In Counseling Services, Melissa provides direct services to student clients and assists in the supervision of 17 professional and trainee staff. When not in Counseling Services, Melissa enjoys serving on committees to plan campus events such as Rowdy Wing Fling and Party on the Paseo. She also enjoys working with student leaders and professional staff on the education and prevention of sexual assault, intimate partner violence, alcohol abuse, and suicide. Melissa has been co-facilitating the Dealing with Disruptive People class for 4 years.

Barbara Jackson joined the University Career Center in October 2006 and works as a Career Counselor serving undergraduate Business students. She was an Outplacement Consultant for 8 years, assisting displaced individuals in all aspects of their career search. In addition, she spent 13 years working in the Hospitality Industry as Manager of Corporate Employment and Employee Relations as well as Training Manager. She has held the Professional in Human Resources (P.H.R.) designation since 1989 and is a member of the San Antonio Human Resource Management Association, National Career Development Association, National Association of College and Employers, and Texas Cooperative Education and Internship Association. Barbara enjoys inspiring students to identify and reach their career goals. She is a graduate of Texas Tech University with a Bachelor of Business Administration Degree in General Business with a minor in Psychology.

Anne Jett is the Associate Director of Training and Development at UTSA. She has enjoyed a career in Training and Development and Human Performance Improvement that spans more than 2 decades. Her experience includes leading the Learning Function within various industries including hospitality, utilities and higher education. In addition, she has served as a Management and Learning Consultant for a number of years with clients across Texas and the Southwest United States, including multiple financial, medical
and service industries and government agencies. Most recently, Anne achieved Certified Professional in Learning and Performance certification by the American Society for Training and Development as part of a small group of industry pioneers. She has rounded out her experience by implementing a Learning Management infrastructure within a large state university to incorporate on-line and just-in-time learning to serve this employee population of 6000.

Anne Jimenez serves The University of Texas at San Antonio as the Assistant Dean of Students and Director of Student Judicial Affairs. She enters her 19th year of service with The State of Texas having worked at Sam Houston State University in university housing while earning her Bachelor’s Degree in Criminal Justice, criminology and corrections. Prior to working at UTSA, she was a juvenile probation officer for close to 10 years in Brazos and Bexar Counties. She is a proud Roadrunner having completed her Master’s Degree in Adult and Higher Education Administration at UTSA.

John Kaulfus serves as the Associate Dean of Students. John came to UTSA in 2001 as the Managing Director of University Oaks and Chisholm Hall. He was hired as the Executive Director of the University Center and Student Activities in January of 2004, and in February of 2007, he transitioned to his current position. John oversees the Office of Student Activities, the Special Events Center, the Inclusion and Community Engagement Center and the Student Leadership Center. Before coming to UTSA, John worked as a housing professional at The University of Texas at Austin, Texas State University – San Marcos, St. Joseph’s University, and Texas State Technical College. He earned his Master’s Degree in Higher Education Administration from The University of Texas at Austin. John is currently a doctoral student at UTSA in the Educational Leadership program.

J. Douglas Lipscomb has served as the UTSA University Architect and Director of Facilities Planning and Development since June 2009. Leading a staff of 7 full time employees, his department is responsible for the implementation of the Campus Master Plan and pre-project planning for capital improvements to the campus. During his term, he has led the pre-project planning efforts for the East Parking Garage and the Phase III Student Housing Project. Prior to joining UTSA, Doug worked in architectural offices in Boston, Houston, Dallas and San Antonio during which time he worked on a variety of projects including master plans for the Texas A&M San Antonio Campus, San Antonio College and St. Philip’s College. Doug earned his Bachelor of Architecture from The University of Texas at Austin and his Master of Architecture from the Harvard University Graduate School of Design.

Irene Maldonado is the UTSA Historically Underutilized Businesses (HUB) program manager. She has worked for The State of Texas in public relations and fundraising for more than 10 years. Her responsibilities include working with small businesses and educating them on the procurement process and assisting with certifications. Last year, she was honored for her work with the small business community with the SBA Minority Business Champion of the Year. She is one of the incoming SECC Tri-Chairs and represents her department on the ACT Communications Collective Team Committee. Irene also represents UTSA on the Minority Enterprise Development (MED) Week Consortium Committee, Bexar County Small Minority Owned Business Conference Planning Committee, and the Hispanic Contractors de San Antonio Advisory Committee.

Barry McKinney is the Director of Student Activities at The University of Texas at San Antonio and he holds a Doctorate in Educational Leadership from Texas A&M-Kingsville/Corpus Christi, a Master’s Degree in Educational Administration from Texas A&M University, and a Bachelor’s Degree in Sociology from St. Mary’s University. His employment at Texas A&M-Kingsville, Virginia Tech, Randolph-Macon, Texas A&M, and his International fraternity, Lambda Chi Alpha, provided professional development experiences in student activities, diversity programs, student government, leadership, residence life, risk education, student organizations and fraternity/sorority life. An active member of NACA, NASPA and TACUSPA...he also volunteers in several San Antonio community organizations. Barry enjoys movies, college football and pop culture. He is a collector of over 3,000 kid’s meal toys. Barry and his wife, Jan, have 2 sons, Mark and Scott.
Sergeant Geoffrey Merritt has been in campus law enforcement since 1997. He has served on 3 different college campuses ranging from small private institutions to large public universities. He has served as a patrol officer, field training supervisor and patrol supervisor. Currently serving as the supervisor of the crime prevention unit, Sergeant Merritt has been a certified crime prevention officer since 2004. Presentations and subject matter that he has taught include self defense, alcohol awareness, and sexual assault prevention. Sergeant Merritt also conducts orientations, safety briefings and other community relations programs. He has presented at state and regional conferences for Texans Standing Tall and the Texas Alcohol Beverage Commission’s College Alcohol Symposium and nationally on webinars for Campus Outreach Services on the topic of sexual assault. He is an instructor for the Sexual Assault Family Violence Investigator’s Course (SAFVIC). Geoffrey Merritt has a Bachelor of Science Degree and has a Master Peace Officer license from the State of Texas. He is a certified police instructor and a member of the Texas Crime Prevention Association since 2005.

Sapna Naik graduated from the University of California, Berkeley in 2007 with a Bachelor’s in Cognitive Science and returned to her native San Antonio to complete her Master’s in Higher Education Administration from The University of Texas at San Antonio in 2010. She currently works as a Student Development Specialist I in Learning Assistance at the Tomás Rivera Center at UTSA. She became very involved in residence life while in college, working as a Resident Assistant, a Program Assistant, and in selection and training. She returned for a summer to work as an Assistant Resident Director, gaining skills in supervising student staff. She has also worked in academic support in the Tomás Rivera Center as a mentor, writing consultant, academic coach, and developmental reading and writing instructor.

Pat Marcus is retired from the United States Air Force, and has been providing excellence in service as a multi-media editor III in the Office of the Registrar for 10 years. She holds a B.A. in Communication from UTSA and is pursuing an MS in Health Promotion at UTSA.

Lorna Stafford is communications coordinator for the Office of Communications at UTSA. She is a former journalist who has worked in the field for more than 15 years at various levels of the industry. She holds a B.A. in History from Louisiana State University and is currently working on her Master’s in Higher Education Administration at UTSA.

Fancy Nancy is the internationally acclaimed star of a series of children’s books by Jane O’Connor and Robin Preiss Glasser. She is currently pursuing all things fabulous and divine.

Pictured Left to Right: Pat Marcus, Lorna Stafford and the Fancy Nancy book
PANEL PRESENTATION: Naomi Craven and Kimberley Rolf

Kimberley Rolf has worked as an academic advisor in the College of Sciences for over 3 years. Kim specializes in helping students who are on academic probation as well as students who have been reinstated to UTSA. Naomi Craven has worked as an academic advisor in the College of Sciences for over 2 years. She also specializes in helping students who are on academic probation and reinstated students. Both Kim and Naomi work very closely with Blackboard and utilize it to outreach to specific student populations. They both train new advisors in the office and maintain training modules in Blackboard for continuing and veteran advisors.

Shirley Rowe brings a wealth of knowledge and insight into her role as a Career Counselor at The University of Texas at San Antonio with over 20 years of experience. In addition to her work with students and alumni in all disciplines, she has a passion for staff development and instructs and motivates others to explore the opportunities available to them then encourages them to reach for their goals. Shirley earned her Master of Education in Educational Technology from The University of Texas at Brownsville and has a particular interest in instructional technologies and distance learning. Most recently, Shirley became nationally certified to teach the Career Development Facilitator course and distance course and has presented at numerous national and local conferences on a wide variety of topics. Professional affiliations include National Career Development Association (NCDA), San Antonio chapter of American Society for Training and Development (ASTD), and the Association for Educational Communications and Technology (AECT).

Diane Piña has worked for the past 3 ½ years in UTSA's Training & Development division of Human Resources as a Training & Development Specialist II. Diane facilitates classroom trainings for UTSA employees in the following specialty areas: New Employee Development, Discrimination Prevention, Customer Service, Personal Development Series based on The 7 Habits of Highly Effective People, Four Generations at Work, Diversity and Administrative Support Toolbox Series. In addition to classroom trainings, Diane supports the efforts of many of UTSA's Subject Matter Experts from various campus offices, and also consults with department teams on training needs and the design of specialized workshops. Prior to her work in Training & Development, Diane worked for 3 years in UTSA's Office of Institutional Diversity. Diane is originally from the Philadelphia area and lived for 20 years in Seattle, Washington before moving to Texas with her family.

Melissa Thomas received her Doctorate of Jurisprudence at the University of Texas at Austin and her Bachelor of Art in Speech Communication at The University of Texas at San Antonio. She is the Assistant Director of Learning Assistance at the Tomás Rivera Center and is a certified mediator. She has supervised a wide variety of employees including volunteer interns, graduate assistants, part time temporary staff, and permanent staff, all of which play into her interest in supervisory styles and group dynamics!

Judith A. Verdon is a Lead Training and Development Specialist in the Training and Development Office at The University of Texas at San Antonio. She holds a Bachelor's Degree in Spanish from the University of Colorado in Boulder. She has over 20 years experience in Sales and Service industries in a variety of roles including management, training and sales. Judy spent 16 years in the airline/travel industry as Reservations Coordinator, Operations Manager and Call Center Manager, and has been with UTSA for the past 8 years. As a Training and Development Specialist with UTSA, she conducts needs assessments and creates/conducts training programs in university processes, supervisory development, customer service, change management, soft skills, and customized workshops for the University community.