Allison Friederichs

Associate Dean for Academic Affairs, University College

Bio: I serve as the Associate Dean for Academic Affairs at University College and am an assistant professor at the college of professional and continuing studies, also at University College. I collaborate with faculty, academic directors, and other internal stakeholders to deliver a high-quality, value-driven academic experience to busy adults pursuing undergraduate or graduate degrees and certificates.

I have taught communication courses for more than a decade and works as a curriculum design consultant. My work has appeared in publications, most recently a published article in the Chronicle of Higher Education. I am the recipient of an outstanding teaching award from the International Communication Association and have earned University College’s Master Teacher designation for continued professional development.

In addition to my role in academia, I am a communication consultant, providing training across sectors from government to small businesses in areas such as business-writing and communication skills. I’m also a member of the Women’s Leadership Council of the University of Denver, the Colorado Women's Chamber of Commerce, and serve my community by volunteering for the Denver Dumb Friends League as a copywriter and photographer.

Areas of Mentor Expertise

- Leadership/Management Development
- Communication/Relationship Issues
- Career Advancement advice
- Personal Growth & Development
- Any subject / topic pertaining to my professional expertise
- Higher education; women in leadership; consulting & presentational speaking; serving your community

Allison is currently NOT available to take on a mentee
University of Denver 2016 Mentors

Chad Burnham  
**Director of Telecommunications, UTS**  
**Bio:** I am an IT and Telecommunications expert, husband and father. I have a BA in International Business and a MA in Telecommunications from DU. I am the Director of Telecommunications in the UTS division; my specialties include large and sometimes complex project management. Together, my student and professional career totals 24 years at DU! I’ve stayed current and engaged at both a state and regional level with others in peer groups in my profession. I am a member of the Internet Society, and past Chair, Co-Chair and Secretary of C.H.E.C.O. (Colorado Higher Education Computing Organization). When I’m not working hard at DU, I like to spend time with my wife and our daughter traveling, going biking, hiking, skiing and enjoy seeing live music.

**Areas of Mentor Expertise**
- Work-life balances
- Any subject / topic pertaining to my professional expertise
- Technical Troubleshooting
- Planning and data driven decision making

**Chad is currently available to take on a mentee**

Anna Sher  
**Associate Professor, Department of Biological Science**  
**Bio:** I am a scientist, wife and mother. I joined DU in 2003, was awarded tenure one year early and am currently being evaluated for promotion to full professor. In addition to being an academic, I was the director of Research and Conservation at Denver Botanic Gardens for 7 years and am a graduate of the Daniels College of Business High Performance Leadership program. I am a lesbian and am sensitive to gender and sexuality issues.

**Areas of Mentor Expertise**
- Leadership / management development
- Communication / relationship issues
- Career advancement and/or brainstorming
- Work-life balance
- Personal growth and development
- Any subject / topic pertaining to my professional expertise

**Anna is currently available to take on a mentee**
University of Denver 2016 Mentors

Julie Chiron

Executive Director of Communications, Donor Relations & Stewardship

Bio: I am an award-winning senior communications leader with 20+ years of experience in magazines, digital agencies, startups, nonprofits, and higher education. My specialties are fundraising communications strategy, engagement marketing, community building, and creative team leadership. For more than a decade my focus has been alumni and donor engagement. I am a co-founder of two tech startups (one a subsidiary of WIRED magazine) that grew to 50+ and 200+ employees, and I delight in bringing innovative ideas to fruition. I have a BS/MS from Medill at Northwestern University and am a graduate of the Daniels College of Business High Performance Leadership program. I served for five years as a volunteer with the Zen Hospice Project in San Francisco and have a passion for urban farming, and road biking. I live with my partner and our dog in the historic Park Hill neighborhood of Denver.

Areas of Mentor Expertise
- Leadership / management development
- Career advancement and/or brainstorming
- Work-life balance
- Personal growth and development
- Any subject / topic pertaining to my professional expertise
- Mindfulness in the workplace
- Recovering from serious accident / illness
- The Hospice experience
- Personal branding
- New ideas / innovation

Julie is currently available to take on a mentee
Dr. Debra Mixon Mitchell

**Bio:** I am a passionate advocate of equity and inclusion. I educate and counsel DU faculty, staff, and administrators the value of a strong and broadly diverse work force and offer effective, innovative approaches to reach this goal. In addition to my work related to diversity and inclusion, I maintain a passionate commitment to collaborative engagement which is evident in my work revitalizing and supporting students, faculty and staff. I am also an educator and scholar and teach courses in the Graduate School of Social Work and the Women’s College. My areas of expertise include intercultural communication and culturally responsive service. In 2009 I co-authored *Beyond the question of color: Diversity issues in child welfare supervision* and was a contributing author to Colorado’s child welfare practice handbook (1998).

In addition, I have a commitment to service within the professional community. In 2010, I was awarded Governor Bill Ritter, Jr.’s Service & Leadership Award as an intercultural communication specialist (with expertise in youth development and culturally responsive practice) during the Haitian Orphan Operation following the tragic earthquake in Haiti. I was also the 2014 recipient of the Outstanding Service Award, the highest honor presented each year in recognition of a person who exemplifies the mission of the University of Denver.

**Areas of Mentor Expertise**
- Leadership / management development
- Communication / relationship Issues
- Career advancement advice and/or brainstorming
- Conflict resolution assistance
- Teams / group dynamics
- Work-life balance
- Increasing political acumen
- Personal growth & development
- Diversity & inclusion

**Debra is currently available to take on a mentee**
University of Denver 2016 Mentors

Ken Pinnock  
**Director of People Development**

*Bio:* I am the director of People Development and oversee talent management and development programs for the University of Denver. My current role encompasses designing and delivering development programs for faculty and staff, workforce planning and organizational development work. My previous work included consulting and working with a variety of organizations on many facets of HR including strategy, employee relations, compensation & benefits, staffing, mediation and conflict management. I am a frequent conference presenter both locally and nationally and have delivered programs in Canada, the EU and in Asia. I am a faculty member for the Society for Human Resource Management (SHRM). I hold a Master’s degree in Management from Regis University and am a graduate of the University of Denver’s business school with a degree in Business Management. I have also earned the (SHRM-SCP) (SPHR) and (GPHR) professional certifications in the human resources profession.

**Areas of Mentor Expertise**
- Leadership / management development
- Career advancement advice and/or brainstorming
- Teams / group dynamics
- Personal growth & development
- Human resource profession and practices

*Ken is currently available to take on a mentee*
University of Denver 2016 Mentors

Julie Reeves

Wellness Program Manager

Bio: I am a certified health and wellness coach with a bachelors' degree in psychology from The Ohio State University. Currently, I am the wellness program manager for the university where I work across university departments to improve the wellbeing of faculty and staff in a holistic manner to address all aspects of the employee.

With over 5 years of coaching experience, I have worked with both individuals and small groups to facilitate goal creation, provide accountability and offer support. Primarily, I work in the areas of weight loss, stress management, work-life balance and managing chronic conditions.

I am a native of Cincinnati, Ohio and enjoy living the Colorado lifestyle with my husband and our mini poodle. I love trying new restaurants, trying new workout classes and cheering on my beloved Buckeyes and Bengals.

Areas of Expertise

- Personal growth & development
- Work-life balance
- Health & wellness coaching

Julie is currently available to take on a mentee
University of Denver 2016 Mentors

Cheryl Jackson

Budget & Administrative Coordinator, Office of Teaching & Learning

Bio: I have over 25 years combined experience in banking, customer service, university office administration, budgeting, and grant award administration.

Areas of Mentor Expertise
- Any subject / topic pertaining to my professional expertise

Cheryl is currently available to take on a mentee

Greg Giesen

Manager of People Development

Bio: I am the manager of People Development at the University of Denver where I provide an array of professional development services for faculty and staff ranging from teaching management classes to mediating conflicts to facilitating team building sessions to one-on-one coaching. With a Master’s degree in Personnel Services and Counseling from Miami University, I bring over twenty-five years of experience in corporate consulting, training, and various forms of facilitation. In addition, I also am an adjunct graduate professor at DU’s University College and am the author of three books on Creating Authenticity, including my latest, Mondays At 3: A Story for Managers Learning to Lead. I also speak around the country on authentic leadership and my award-winning program, Leading From Within.

Areas of Mentor Expertise
- Leadership / management development
- Communication/relationships issues
- Conflict resolution
- Career advancement advice and/or brainstorming
- Teams / group dynamics
- Work-life balance
- Personal growth & development
- Increasing political acumen
- Professional development

Greg is currently available to take on a mentee
University of Denver 2016 Mentors

Marcy Cozzens  Senior Recruiting Specialist, Shared Services

Bio: I am an HR Professional with 12+ years of experience in the HR field. I graduated with a Bachelor’s degree in Business Administration with an emphasis in Management from the University of Northern Colorado (UNC). I completed a Master’s degree in Human Resources Administration from the University of Denver’s University College. I accepted a position with a lumber building supply company in the Northern Colorado area after graduating from UNC. This position is where I was first exposed to human resources and found that was the career path I wanted to pursue. My career has included holding HR positions in a number of corporations, city government and higher education.

Areas of Mentor Expertise

• Communication / relationship issues
• Career advancement and/or brainstorming
• Conflict resolution assistance
• Work-life balance
• Personal growth and development
• Any subject / topic pertaining to my professional expertise

Marcy is currently available to take on a mentee
Linda Kosten  
Associate Provost, Planning, Budget & Analysis

Bio: I work on development of the annual and multi-year budget, oversee institutional research, and coordinate academic program review and faculty appointment processes for the provost. I started at DU in 1993 as a resident director and MA student. After completing my MA, I held positions in housing and then arts, humanities, & social sciences. In 2006 I earned my Ph.D. in Higher Education Administration and have taught graduate courses on higher education finance, institutional research, and enrollment management. Following publication of my book, *Decentralized Budgeting and the Academic Dean: Perspectives on the Effectiveness of Responsibility Center Management* (2009), I served as a consultant to universities exploring the transition to decentralized budgeting. I have also had my research sponsored by the Lumina Foundation and currently serve as the co-chair of the Women’s Leadership Council.

Areas of Mentor Expertise
- Leadership / management development
- Career advancement and/or brainstorming
- Personal growth and development
- Any subject / topic pertaining to my professional expertise
- Budget, planning, and data-based decision making

Linda is currently NOT available to take on a mentee
Madelaine DeVan  
Assistant Director of Operations, English Language Center

Bio: I am an operations professional with experience in international and intercultural communication, student services and admission. I am also a wife and mother. I have worked at the University of Denver’s English Language Center for eight years. I received my Bachelor’s Degree in Sociology from John Carroll University in Ohio and my Master’s degree in Education from Regis University. I have also completed a Graduate Certificate in Advanced Studies in Global Affairs here at the University of Denver, University College and I am currently working on a Graduate Certificate in Energy and Sustainability.

I completed the Daniels College of Business High Performance Leadership Program and plan to complete a graduate business certificate soon as well. Outside of DU most of my work experience has been in local non-profits such as Big Brothers, Big Sisters of Colorado and the McKinney Vento federal grant working with homeless and at-risk kids in the school systems. In my position at DU I oversee the admission of international students to the English Language Center, including serving as a Designated School Official (DSO) trained in immigration regulations and enjoy interacting with international students, faculty and staff. I also oversee ELC student services, serve as a budget officer, and manage data and student records and I am active in DU sustainability efforts. In my spare time I love spending time with my husband and young daughter and also mentoring young people new to the workforce. I have also enjoyed tutoring and mentoring teens and young adults through programs like the Asian Pacific Development Center and Goodwill Industries Mentorship Program. I am also a fifth-generation native of Colorado so I can help new faculty and staff navigate Denver and Colorado and find activities and communities they are interested in.

Areas of Mentor Expertise:

- International and Intercultural Communication
- Professional communication
- Career Discernment
- Operations and systems
- Leadership development
- Work-life balance
- Personal growth & development

Madelaine is currently available to take on a mentee
University of Denver 2016 Mentors

Laurel Shurtleff  
Budget/Administrative Manager, Psychology Dept. - AHSS

Bio: I have been with DU for twenty-six years and held positions in various schools/divisions, which has given me a broad view of the university. In my current position in the Psychology department, I manage the operation budgets, startup funds, endowment accounts, and various 8-funds. I assist in the forecast and deployment processes for the chair and budget officer of AHSS. I process the daily direct pays, requisitions, journal vouchers for the Psychology department, and manage the payroll for faculty, staff, postdocs, GTA/GRAs, and student positions. I also initiate hiring processes for faculty, staff, post-doctoral researchers, and setup GTA/GRA assistantships. I have taken part in the interviewing process for varies positions and supervise office staff. I act as the liaison with Shared Services (Human Resources, Controllers Office, Payroll, and Purchasing), Student Financial Services, Bursar’s Office, Facilities, UTS, and the Provost and Chancellor’s Office. I enjoy working at the university and would be glad to share my knowledge with others.

Areas of Mentor Expertise
- Communication / relationship issues
- Career advancement and/or brainstorming
- Conflict resolution assistance
- Personal growth and development
- Any subject / topic pertaining to my professional expertise
- Any of my above mentioned work experience (bio) at DU

Laurel is currently available to take on a mentee
University of Denver 2016 Mentors

Rick Packard  
Director of Enterprise Risk Management

Bio: I've been with DU for about two years, most of that time as the Director of Enterprise Risk Management. I have a law degree from the University of Wisconsin, and have worked in several different law-related capacities over the years. I'm passionate about writing and researching - I love finding answers to questions or problems, and writing about solutions. My wife and I made one of the biggest decisions of our married life in 2013 when we packed everything up and moved to Colorado from Wisconsin. The uncertainties involved with that choice terrified us, but the success and happiness we have found in Denver have shown me that it pays to take a chance once in a while.

Areas of Mentor Expertise
- Leadership / management development
- Communication / relationship issues
- Work-life balance
- Career advancement and/or brainstorming
- Personal growth and development
- Any subject / topic pertaining to my professional expertise

Rick is currently available to take on a mentee
University of Denver 2016 Mentors

Theresa Hernandez  
Associate Director for Library Operations & University Multimedia Services

Bio: Since 2003, when I arrive at the University, I began to engage in activities to help promote advocacy, inclusivity, equity, empowerment, morale, safety, and common good. I started at the University of Denver as the Executive Assistant to the Dean of the University Libraries. I am currently the Associate Director for Library Operations and University Multimedia Services.

I have served and continue to serve on many committees and task forces, including being recently named as President of the Staff Advisory Committee (SAC). In 2005, I joined the University of Denver’s Women’s Coalition and served as Chair from 2009 – 2013. I was the Owner’s Representative for the Anderson Academic Commons Building Project from 2010 – 2013. Annually, I work within my division to develop workshops and trainings for personal and professional growth for all library employees.

Areas of Mentor Expertise

- Leadership / management development
- Work-life balance
- Increasing political acumen
- Technological skills & knowledge
- Personal growth and development
- Any subject / topic pertaining to my professional expertise

Theresa is currently available to take on a mentee