



# 2023 VIRGINIA EDUCATION AND WORKFORCE CONFERENCE

OCTOBER 26, 2023 | 9:00AM-2:00PM  
GREATER RICHMOND CONVENTION CENTER

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CHIEF HUMAN RESOURCES OFFICER, THE BRANCH GROUP  
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# 2023 VIRGINIA EDUCATION AND WORKFORCE CONFERENCE

## Speaker Biographies



**Barry DuVal**  
**President & CEO**  
**Virginia Chamber of Commerce**

Barry DuVal was named president and CEO of the Virginia Chamber of Commerce on April 28, 2010.

Under his leadership, the Chamber has become Virginia's largest business advocacy group, growing from 847 members in 2010 to more than 26,000 members today. In 2013, the Chamber produced Blueprint Virginia – the Commonwealth's first comprehensive business-led initiative to provide direction and long-term economic development planning for Virginia. In 2017, the Chamber released an update to the original Blueprint, Blueprint Virginia 2025, which engaged over 6,000 business and community leaders from around the Commonwealth to build an action plan for strengthening Virginia's economic competitiveness and getting Virginia back to the top of business climate rankings.

Barry's public service began in 1988 when he was elected to the Newport News City Council. In 1990 he was elected mayor of the city. He served as mayor from 1990 through 1996, when he stepped down to become the president and CEO of a regional economic development organization representing Southeast Virginia's 1.6 million citizens.

From 1998 through 2002 Barry served as the Secretary of Commerce and Trade for the Commonwealth of Virginia. During his term as Secretary, Virginia attracted a record-setting 1,500 economic development projects representing 156,850 new jobs and \$13.7 billion in private investment.

His private sector experience includes serving as president and CEO of DuVal Associates, Inc., a diversified real estate firm, from 1983-1996. Upon the completion of his term as the Secretary of Commerce and Trade, he served as president and CEO of Kaufman & Canoles Consulting, LLC, an economic development consulting firm specializing in public-private partnerships and strategic planning for business and government agencies.

Barry holds a Master of Legal Studies (MLS) degree from American University Washington College of Law and a Bachelor of Science degree from James Madison University.



**M. Kirkland “Kirk” Cox**  
**President**  
**Virginia Business Higher Education Council**

M. Kirkland “Kirk” Cox, born in Petersburg, Virginia, 17 August 1957, is the son of the late Joseph and Margaret Ann Cox. Cox represented the 66th House District from 1990 until his retirement in 2022 and was unanimously elected Speaker in 2018 serving for one term. He was the first public school teacher to serve as Speaker and the first Speaker from the City of Colonial Heights.

Cox served on the Agriculture, Chesapeake, and Natural Resources; Appropriations; General Laws; Labor and Commerce; Privileges and Elections; and Rules committees. He was chairman of the ACNR Committee (2002 – 2007) and Vice Chairman of the Appropriations Committee (2010 – 2013).

Cox was elected by the Republican Caucus as House Majority Whip in 2007 and then House Majority Leader in 2010.

Cox’s time in the House has been marked by relentless commitment to a wide-range of policy issues, focused on K-12 education, higher education, economic development, and veterans. Cox introduced over 120 pieces of legislation for the military, veterans, and their families, more than 20 percent of his total introduced while serving in the House. On the Appropriations Committee, Cox championed investments in education spending and behavioral health waivers.

Cox’s speakership coincided with the 400th anniversary of the House of Burgesses in 1619, and he served as chairman of the Jamestown-Yorktown Foundation and co-chair of the 2019 Commemoration, a nationwide tribute to the First Representative Legislative Assembly in the New World and other concomitant anniversaries.

Cox presently serves as the president of the Virginia Business Higher Education Council (VBHEC), a nonpartisan group focused on aligning the needs of business with higher education.

Raised in Colonial Heights, Cox graduated from Colonial Heights High School. He received his B.A. in Political Science and General Social Science from James Madison University. After graduation, Cox taught at Peabody Middle School in Petersburg, Providence Middle School in Chesterfield, and JEJ Moore Middle School in Prince George before moving to Manchester High School in Chesterfield, where he taught government for 26 years.

Cox is married to Julia Claire Kirkendall and has four adult sons and one beautiful granddaughter.



**Stephen Moret**  
**President and CEO**  
**Strada Education Foundation**

Stephen Moret joined Strada as president and CEO in January 2022. He has a robust track record as a transformational leader who has crafted public-private partnerships and higher education and workforce development programs that have enabled tens of thousands of individuals to secure better jobs.

Moret previously served five years as president and CEO of the Virginia Economic Development Partnership, which is the state economic development authority for the Commonwealth of Virginia. During his tenure at VEDP, he also served as a member of the State Council of Higher Education for Virginia.

At VEDP, Moret led Virginia's successful state-and-local team bid for Amazon's HQ2, which required aligning the work of hundreds of contributors; architecting a novel, education-centered approach that garnered praise from The Washington Post and Brookings Institution; and leading negotiations with Amazon as well as state executive and legislative leaders.

Moret also worked in collaboration with university presidents and state leaders to envision, design, and implement Virginia's \$1.1 billion Tech Talent Investment Program to double the number of bachelor's and master's degrees in computer science and related fields conferred each year in Virginia, as well as create the new Virginia Tech Innovation Campus. Moret also created the Virginia Talent Accelerator Program, a world-class custom talent solutions initiative implemented in collaboration with higher education partners. He also collaborated with SCHEV and state leaders to launch the Virginia Office of Education Economics, inspired largely by Strada's work. VOEE is envisioned to serve as a lighthouse and exemplar for how to leverage analytics and collaboration to drive improved labor market outcomes for students, job seekers, employers, higher education institutions, and regions.

Virginia Business named Moret one of the 50 Most Influential Virginians in 2019, 2020, and 2021, and in 2019 named him Virginia Business Person of the Year. During his tenure at VEDP, CNBC named Virginia America's Top State for Business an unprecedented two times in a row.

Before VEDP, Moret served as president and CEO of the Louisiana State University Foundation, where he developed and secured support for a plan to execute a record-setting capital campaign (more than \$1.2 billion), and completed concept development, partner selection, and financing arrangements to launch a \$180 million real estate development that revitalized the west side of the LSU campus.

Moret previously served as secretary of Louisiana Economic Development, transforming it into one of the top state economic development agencies in the U.S. While there, he led business development efforts and built higher education partnerships that helped secure a wide variety of projects in urban and rural areas, including software and information technology centers, food and agricultural processing facilities, and some of the largest foreign direct investment projects in U.S. history. Collectively, these projects totaled more than \$62 billion in capital investment. He also established LED FastStart, a custom workforce solutions initiative that The Economist called "probably the most notable statewide workforce-development initiative" in the U.S. During his tenure, Louisiana rose to its highest-ever position in every national business climate ranking.

Prior to his start at Strada, Area Development ranked Louisiana and Virginia as tied for No. 2 in its state workforce development program rankings, based on a survey of national site selection consultants, citing LED FastStart and the Virginia Talent Accelerator Program as key contributors to each state's placement. Business Facilities ranked LED FastStart and the Virginia Talent Accelerator Program as the top two customized state workforce development programs in the United States. (It ranked FastStart No. 1 every year since 2010, and it ranked Virginia as having the No. 1 Tech Talent Pipeline in the country, citing Virginia's Tech Talent Investment Program.)

Moret earned a Bachelor of Science in mechanical engineering from LSU and a Master of Business Administration from Harvard Business School. He also earned a doctorate in higher education management from the University of Pennsylvania, with distinction for his dissertation, which focused on linkages between higher education and the labor market in the United States.



## **The Honorable Aimee Guidera**

**Virginia Secretary of Education  
Office of Governor Glenn Youngkin**

Aimee Rogstad Guidera was appointed by Governor Glenn Youngkin in December 2021 to serve as the Secretary of Education for the Commonwealth of Virginia. In this role, Secretary Guidera oversees education from early childhood through postsecondary learning. Throughout her 35-year career, Aimee has championed high expectations for every student and the changes needed to deliver on that commitment.

Secretary Guidera was the Founder, President & CEO of the Data Quality Campaign (DQC), a national, nonprofit organization leading the effort to empower educators, students, parents, and policymakers with the information they need to make the best decisions to improve student outcomes. Aimee believes that information has the power to transform education to ensure every child in this country is prepared for success in college, career, and their community.

A respected thought leader in education, Aimee was named one of TIME's 12 Education Activists of 2012. She has also been cited as an expert on education policy and the value of education data by publications such as the New York Times, Business Week, NPR, and Education Week.

Before founding DQC, Aimee served as the director of the Washington, DC office of the National Center for Educational Achievement. She was the vice president and chief of staff for the National Alliance of Business (NAB), began her education policy career in the education division of the National Governors Association's Center for Best Practices, and taught for the Japanese Ministry of Education. Aimee received her bachelor's degree from Princeton University's Woodrow Wilson School of Public and International Affairs and earned a master's degree in public policy from the Harvard Kennedy School of Government.

Aimee and her husband Bill are the parents of two adult daughters. She was an active supporter of her daughters' public schools and served as a classroom volunteer, parent-teacher organization leader, and system advisor. Aimee believes that parents, students, and teachers comprise the three legs of the stool on which student success depends.



## **Dr. Alisha Bazemore**

**Assistant Director for Innovative Work-Based Learning Initiatives  
Strategic Planning and Policy Studies  
State Council of Higher Education for Virginia**

Alisha Bazemore, Ed.D. serves as the assistant director of Innovative Work-Based Learning Initiatives for the Virginia Talent + Opportunity Partnership (V-TOP), also known as the Commonwealth's Innovative Internship Fund and Program at the State Council of Higher Education for Virginia (SCHEV). Formerly, she was the director of career services before serving as the assistant vice president of operations at Norfolk State University (NSU). With her extensive experience, Alisha has managed multiple multi-million-dollar workforce training programs in Virginia and Maryland, placing thousands of job seekers into employment. Alisha is a member of the Virginia Association of Colleges and Employers (VACE) and the National Association of Colleges and Employers (NACE) and continues to work to promote internships and work-based learning across the Commonwealth.



**Kenya Brown**  
**Logistics Data Analyst**  
**Micron Technology Virginia**

Kenya Brown is a Logistics Data Analyst who has been with Micron Technology Virginia (MTV) fabrication facility (Fab) in Manassas, VA since February 2022 first as an engineering intern and later as a full-time team member. Kenya specializes in managing and creating new logistics processes both at MTV and at Micron globally. She also aids in continuous improvement projects to ensure MTV runs at maximum efficiency. Kenya has been highly engaged at Micron since her internship and has become a high potential team member. She is a reliable asset in the workplace and always comes in with a positive attitude, ready to help others.

Kenya currently serves on the steering team of Micron Black Employee Network and regularly participates in group volunteer activities in the community as well as during Fab tours for K-12, college and university students and faculty. Kenya received her degree from Virginia State University where she studied Information Technology with a concentration in Logistics. In her free time, you can find Kenya trying new restaurants in town or binging on Netflix with her nephews.



**Mark Pace**  
**President and Owner**  
**E.C. Pace Company, Inc.**

Mark Pace is the President/Owner of E.C. Pace Company, Inc., a heavy highway utility construction company based in Roanoke, VA. E.C. Pace Company has been in business since 1920 with Mark representing the 4th generation of family ownership. He is also the owner/manager of several other Virginia-based companies.

Mark serves on many local boards including the Virginia Business Higher Education Council, Carilion Clinic Board of Directors, Virginia Western Community College Board of Directors, Chairman of VACO, past Vice Rector of Radford University Board of Governors. He is also a current member of YPO Gold (Young Presidents Organization, Southern Seven Chapter).





## **Dr. Katherine Rowe**

**President**  
**William & Mary**

On February 20, 2018, William & Mary's Board of Visitors unanimously elected Katherine A. Rowe as the 28th president of the university. Nationally recognized as an innovator in higher education, Rowe champions the liberal arts, entrepreneurship and strengthening education-workforce pathways. She began on July 1, 2018 and was inaugurated on February 8, 2019. On November 19, 2021, the Board unanimously approved an early extension of President Rowe's contract, through June 2028.

Under Rowe's leadership, William & Mary has advanced access and affordability, holding tuition flat for five years, from 2019-2023. Her cross-university initiatives include a central Entrepreneurship Hub, a Studio for Teaching & Learning Innovation, W&M's first Sustainability Plan and Climate Action Roadmap, realization of William & Mary's long-planned Memorial to the Enslaved, a Veteran to Executive Transition program, an Institute for Integrative Conservation and a university-wide approach to inclusive excellence. William & Mary successfully closed its For the Bold campaign in June 2020, raising just over \$1 billion.

Rowe oversaw the creation of William & Mary's ambitious strategic plan, Vision 2026, via an inclusive, multi-year planning process. During the first phase of planning, the university community came together to craft William & Mary's first-ever statement of shared values. Consistent with the strategic goals outlined in Vision 2026, Rowe announced in 2022 a commitment to cover full tuition and fees for all in-state Pell Grant recipients beginning in fall 2023.

As president, Rowe led William & Mary's effective COVID-19 response, joining forces with the City of Williamsburg and other key local partners. In August of 2020 William & Mary reconvened in-person learning, uninterrupted – flexibly adapting every university practice and system to ensure that students could maintain momentum to their degrees. Key institutional innovations were launched during the pandemic: enhanced career development for students, a unified approach to Communications and Marketing and a whole-university Council for Community Partnerships.

Rowe serves on the Northern Virginia Technology Council, the Virginia Business and Higher Education Council Board, RVA757 Connects, the Virginia American Revolution 250 Commission and the GoVA Region 5 Council. Rowe was named to the Virginia Business Virginia 500 Power List in 2020, 2021 and 2022. In 2020, *Diverse: Issues in Higher Education* named Rowe one of the top 35 women in higher education.

Previously, Rowe served as provost and dean of faculty at Smith College in Massachusetts. Earlier in her career, Rowe co-founded and served as the CEO of Luminary Digital Media, which developed educational apps for Shakespeare's plays.

Rowe holds a bachelor's degree from Carleton College and a master's and a Ph.D. from Harvard University. She has completed graduate work in Cinema and Media Studies at New York University's Tisch School of the Arts. Her areas of research and scholarship include Shakespeare, Milton, Renaissance drama and media history.

An award-winning teacher, Rowe spent 16 years at Bryn Mawr College as an English professor, department chair and director of the Katharine Hepburn Center for leadership and public engagement. She began her teaching career as an assistant professor of English at Yale. Prior to arriving at William & Mary she held the Sophia Smith chair at Smith College.

Rowe has published three books: *New Wave Shakespeare on Screen* with Thomas Cartelli (Polity Press, 2007), *Reading the Early Modern Passions: Essays in the Cultural History of Emotion* as co-editor (Penn Press, 2004) and *Dead Hands: Fictions of Agency, Renaissance to Modern* (Stanford, 2000). She has editing credits in the *Cambridge Guide to the Worlds of Shakespeare*. With more than 350 scholarly contributors from five continents, this world-standard, multi-volume, reference work was honored in 2016 by the American Association of Publishers with two PROSE awards, considered the most prestigious in the publishing industry.

Dr. Rowe is a past president of the Shakespeare Association of America. She served on Harvard's Board of Overseers' Visiting Committee of the Library and the Executive Committee of the American Council of Learned Societies. She has held various scholarly memberships as well as service positions in the Modern Language Association and the American Council of Learned Societies.

Rowe spent more than a decade coaching Ultimate Frisbee and has led multiple teams to state championships in Pennsylvania. She was a World Ultimate Club Finalist and a Women's Nationals Finalist. She co-founded the nonprofit Boston Ultimate Disc Alliance and the Carleton College women's Ultimate team.

Rowe shares her love of Ultimate with her spouse, Bruce Jacobson, William & Mary's First Gentleman.



**Lauren Walton**  
**Program Manager, U.S. Apprenticeships**  
**Google**

Lauren Walton (she/her) is a Program Manager on Google's U.S. Apprenticeships team, where she manages the operations of the Atlanta, GA and Austin, TX apprenticeship programs, and oversees apprentice engagement across the country. She is a graduate of Northwestern University, and has worked at Google for 10 years. Previously at Google, she's worked on coordinating programs, events and conferences for technical students, outreach at Historically Black Colleges and University campuses, and industry-level technical recruiting.

Lauren is a leader in the Atlanta Google office across Culture Club and the local chapter of the Black Googler Network employee resource group, and has a passion for mentoring, education and DEI. Outside of work, she enjoys spending time with her dog and is currently learning two new languages.



**Dennis Treacy**  
**Senior Counsel, Reed Smith Senior Counsel**  
**Chair, Virginia Business Higher Education Council**

Dennis is a member of Reed Smith's Virginia Government Relations Team. He is a fellow with the American College of Environmental Lawyers (ACOEL). He chairs the Virginia Business Higher Education Council (VBHEC), an organization that promotes quality affordable higher education to develop talent for Virginia businesses.

Dennis is retired from Smithfield Foods, Inc. where he served as President of the Smithfield Foundation and Executive Vice President and Chief Sustainability Officer for Smithfield Foods. In these roles, he directed many areas within the company, including government affairs, corporate communications, environmental programs, sustainability initiatives, charitable giving and the legal department.

In addition to the VBHEC, Dennis also serves or has served on dozens of state and national boards and commissions. He is a past board chair of the Virginia Chamber of Commerce and a past chair of VIRGINIAforever, a unique environmental organization that has members from businesses and natural resource/environmental groups. He also is a past member of the Chesapeake Bay Commission.

Prior to joining Smithfield Foods in 2002, he served as director of the Virginia Department of Environmental Quality. He also served as assistant attorney general in the natural resources section of the Virginia Attorney General's office. He is a 2010 "Distinguished Environmental Law Graduate" from Lewis & Clark Law School in Portland, Oregon, where he graduated in 1983. He completed his undergraduate degree in Forestry and Wildlife at Virginia Tech in 1978, and is a past Rector of its board of visitors.



**Dr. Javaune Adams-Gaston**  
**President**  
**Norfolk State University**

Dr. Javaune Adams-Gaston is the seventh President of Norfolk State University. She began her tenure on June 24, 2019. As President, she is committed to ensuring that Norfolk State University fulfills its mission as an HBCU for the modern world, a university grounded by its heritage, focused on the future, and deeply committed to student success.

Her vision is opportunity, access, affordability, growth, sustainability, and student excellence. A strong advocate for collaboration and developing strategic partnerships with local, regional, and state and national stakeholders, Dr. Adams-Gaston is committed to cultivating strong connections in the university, among alumni and in the community. Under President Adams-Gaston's leadership, Norfolk State University has successfully achieved the status of a U.S. News and World Report 2020, 2021, and 2022 Top 20 Historically Black Colleges and Universities (HBCU) designation. The University attained 10-year reaffirmation of accreditation by its major accrediting body, The Southern Association of Schools and Colleges Commission on Colleges (SACSCOC).

This reaffirmation underscores the University's strength, stability, and forward momentum. Enrollment increased to a six-year high in Fall 2022 to 5785 students. The University realized record high operating revenues 104% above projection, the highest in the history of Norfolk State. And Dr. Adams-Gaston has been successful in acquiring multiple donations including a transformational gift of over \$40 million from Mackenzie Scott, the largest single donor gift in the history of NSU. The University has also raised over \$11 million for the 2022 calendar year to support student initiatives.

Since President Adams-Gaston's arrival, Norfolk State University has also expanded its online academic program curriculum to include a master's degree in Cybersecurity and has been recognized nationally and designated as a Department of Defense Center of Excellence in Cybersecurity and Department of Energy Cybersecurity Consortium Leader. Under her leadership, the online master's degree in Cyber Psychology, the first in the nation, launched in Fall 2020 in connection with Academic Partnerships. The University has secured grants of more than \$53 million for scholarships and financial support to enhance student success during her tenure. Her strategic planning has also helped to secure transformational partnerships with the Sentara Healthcare- Public Health Program, Appalachian School of Law 3+3 program, Academic Partnerships, Dominion Energy, Micron Technology, Inc., Landmark, Netflix, 2U, Apple, Amazon, USAA, and the Pharrell Williams Black Ambition Prize, Mighty Dream, and many others.

A recognized higher education leader, President Adams-Gaston is an invited speaker nationally and internationally. Her appointments and honors have included: President Biden's Appointment to the Board of Advisors on Historically Black Colleges and Universities, NCAA Board of Governors among many other boards.



## **Nancy Howell Agee**

**Chief Executive Officer  
Carilion Clinic**

Nancy Howell Agee is Chief Executive Officer (CEO) of Carilion Clinic, a \$2.4B not-for-profit integrated health system headquartered in Roanoke, Virginia, serving more than one million people in Virginia and West Virginia.

She previously served as President and CEO, Executive Vice President and Chief Operating Officer (COO). During her tenure as COO, she co-led Carilion's reorganization from a collection of hospitals to a fully integrated, physician-led clinic. The reorganization resulted in a partnership with Virginia Tech to create an allopathic medical school and research institute.

Ms. Agee is a nationally recognized health care leader and past Chair of the American Hospital Association. She was recently named one of Modern Healthcare's 50 Most Influential Clinical Executives. Modern Healthcare also named her one of 2021's Women Leaders Luminaries that recognizes executives whose careers have been defined by reshaping the industry. She was first named to Modern Healthcare's biennial list of Top 25 Women Leaders in 2017 and is perennially among its 100 Most Influential People in Healthcare. She is a former member of The Joint Commission's Board of Commissioners and past Chair of the Virginia Hospital & Healthcare Association and the Virginia Center for Health Innovation. Ms. Agee was named Virginia Business Person of the year in 2017 by Virginia Business and has been on the list of most influential persons in Virginia for the past ten years.

She was also named among Virginia Business Magazine's Virginia 500 – the Power List (2020, 2021, 2022, 2023). Ms. Agee serves on several boards including American National Bank & Trust, (NASDAQ:AMNB), RGC Resources, Inc., (NASDAQ:RGCO) and Healthcare Realty:(NYSE:HR). She is chair of the Virginia Foundation for Independent Colleges and GO Virginia. She's a member of Virginia Business Council, Virginia Business Higher Education Council and on the Governor's Advisory Council on Revenue Estimates.

She is a Fellow in the National Association of Corporate Directors. In January 2022, Ms. Agee was selected by newly inaugurated Virginia Governor Glenn Youngkin to serve on his Medical Advisory Team. Ms. Agee has received many awards over her career including the 2022 Virginia Business Magazine's "Women in Leadership" award, the Total Action for Progress (TAP) 2021 Cabell Brand Hope Award, 2020 University of Virginia Maxine Platzer Lynn Women's Center Distinguished Alumna Award, Emory School of Nursing's Nurses Alumni Association Distinguished Nursing Achievement Award, Multiple Sclerosis Silver Hope Award, the Carilion Paladin Award for Quality, and the National Center for Healthcare Leadership's Gail L. Warden Leadership Excellence Award.

Ms. Agee holds degrees with Honors from the University of Virginia (Bachelor of Science in Nursing) and Emory University (Master of Science in Nursing) and attended the Kellogg School of Business, Northwestern University. She's received honorary doctorate degrees from Roanoke College, Jefferson College of Health Sciences and the Virginia College of Osteopathic Medicine.



## **Dr. Amy Cashwell**

**Superintendent  
Henrico County Public Schools**

Dr. Amy E. Cashwell serves as superintendent of Henrico County Public Schools where she took the helm in July of 2018. She provides leadership and direction for Virginia's sixth-largest school division, which has 72 schools and program centers, serving about 50,000 students. Dr. Cashwell's passion for public education has been widely recognized, most recently as Virginia's Region 1 Superintendent of the Year.

In 2017, The Center for Digital Education, a national education research and media group, named her one of its top 30 "technologists, transformers and trailblazers." In 2016, the Virginia Society for Technology in Education honored her as its Outstanding Educator of the Year. Cashwell, who earned her undergraduate degree at Longwood University and a master's and doctorate from George Washington University, is committed to maintaining Henrico's legacy of excellence. She is working collaboratively to build upon the division's reputation for academic innovation, and to elevate issues of equity, diversity and cultural responsiveness.



**Dr. David Doré**  
**Chancellor**  
**Virginia Community College System**

As chancellor of Virginia's Community College System, Dr. Doré provides day-to-day leadership for a system comprised of 23 colleges that serves more than 200,000 degree-seeking and workforce-career training students annually. Like so many community college students, Dr. Doré is a first-generation college student. His decades-long career has been guided by a fundamental belief that every learner can be successful.

His commitment to serving diverse and underrepresented populations to foster inclusive learning communities, supporting open access, student success, and economic mobility is both palpable and unwavering. A self-described student advocate, Dr. Doré is laser-focused on recruiting the "New Majority of learners" -- those twenty-five and older who face limited job prospects because they lack post-high school credentials. Before taking the reins at the Virginia Community College System, Dr. Doré served as President of Campuses and Executive Vice Chancellor at Pima Community College.

There, he led the college's five campuses and workforce development initiatives. Dr. Doré has also served in higher education leadership positions in Tempe, Arizona and San Francisco, California. Doré earned his Doctor of Education degree at Pepperdine University; master's degrees at Georgetown University, Boston College, and Santa Clara University; an advanced degree in Philosophy from Gonzaga University; and his bachelor's degree from Gannon University.

Named a Presidential Fellow of the Aspen Institute's College Excellence Program in 2017, Dr. Doré is active in community leadership and is a staunch proponent of community college education at the state and national levels. Dr. David Doré is the tenth chancellor to lead the Virginia Community College System, which was founded in 1966



**Colin Newman**  
**National Director of Workforce and Economic Development**  
**Amazon**

Colin Newman is Director of Workforce & Economic Development for Amazon, where he leads external engagement on Amazon's national workforce development and higher-education initiatives. Colin first joined Amazon in 2015 and his prior roles include Director of Amazon State & Local Public Policy and Vice President of global public policy and community engagement for Amazon-subsiary Audible, where he designed and led Audible's education and workforce initiatives.

Before joining Amazon, Colin was Deputy Chief Counsel to New Jersey Governor Chris Christie, where he advised the Governor on all legal and policy issues. Colin earlier served as a White House aide to President George W. Bush; congressional advisor to U.S. Secretary of State Colin Powell; Chief Counsel to the New Jersey General Assembly; and counsel to the Chief Justice of the New Jersey Supreme Court. Colin graduated from Georgetown University with a BA in Economics and Government, and received his JD from the Georgetown University Law Center



## **Tina Pfalzgraf**

**Chief Human Resources Officer**

**The Branch Group**

**Co-Chair**

**Blueprint Virginia 2030 Workforce and Education Executive Committee**

Tina has over 25 years of professional HR experience. She began her professional career in hospitality, serving in various HR leadership roles in the Northeast and Mid-Atlantic US, before leaving to take a consulting position in the healthcare industry focused on employee relations and union negotiations.

The past 20 years of her career has been in the Engineering and Construction industry, where she has held HR leadership roles for both Federal and Commercial business lines to include Government Facilities, Cyber and Intelligence, Defense, Space and Geospatial, Transportation, Infrastructure and Construction. Today she serves as the Chief Human Resource Officer for the Branch Group. The Branch Group is a Roanoke based Construction company experienced in heavy civil, vertical, design build, site work construction and mechanical, electrical, and plumbing services.

In addition to her extensive HR Leadership background, Tina's strengths reside in her ability to lead teams, inspire, and influence others, develop talent, foster collaboration while demonstrating sound judgement. Tina has been a long-term resident of Virginia and currently resides in Glen Allen, VA.



## **Kasia Grzelkowski**

**President and CEO**

**VersAbility Resources**

Kasia Grzelkowski leads VersAbility Resources, a nonprofit providing comprehensive services for over 1,800 people with disabilities of all ages. With a budget of \$69 million and over 700 employees, VersAbility is a major employer in the Hampton Roads region. VersAbility's diverse employment programs include nationwide, mission-essential federal contracting; manufacturing and production; and initiatives to unleash the untapped talent of people with disabilities through inclusion in trades training and credentialing programs. Kasia serves on the boards of the Virginia Chamber of Commerce, the Hampton Roads Workforce Council, RVA757 Connects, Greater Peninsula Now, vaACCSES, and the Academies of Hampton Steering Committee.



## **Dr. Sarah Scarbrough**

**Founder and Director  
REAL LIFE**

Dr. Sarah Scarbrough is the founder and director of the REAL LIFE, a non-profit birthed from her program in the Richmond City Justice Center (jail) after continually seeing the obstacles and hurdles those exiting incarceration continued to face. Her vision was to more comprehensively serve those in adverse situations and through REAL LIFE and the corresponding Community Center and recovery house, she and her staff are able to do just that. Serving hundreds of clients a year, REAL LIFE has continued to grow and expand.

Prior to REAL LIFE, she worked in the Richmond jail for 10 years. For the latter five, she was the Program Director in the Richmond City Justice Center (jail) for 5 years, where programming under her umbrella received international and national attention due to the innovative approaches and proven effectiveness. Prior to this, she conducted 5 years of research on programming in the jail.

Dr. Scarbrough has received several awards and recognitions for the impact her work has had on the community. Most recently, she was named a "Hometown Hero" by Allen, Allen, Allen, & Allen. In 2018, Dr. Scarborough was one of the People of the Year honorees from the Richmond Times Dispatch. She was awarded the Edward Peoples Award for Social Justice from Virginia Commonwealth University, and was named one of the Top 40 under 40 in Richmond, VA.

Dr. Scarbrough received her PhD and Master's from Virginia Commonwealth University and bachelor's degree from UVA Wise. When not working, she stays busy with her three young children and husband!



## **John Wilson**

**Market President  
Addiction Recovery Care (ARC)**

John Wilson currently serves as Market President with Addiction Recovery Care, responsible for ARC's network of residential facilities in Kentucky, Virginia, and Ohio; including the Crown Recovery Center, believed to be America's largest and most comprehensive residential treatment center. Previously, he served as Judge Executive for Garrard County, Kentucky, a position he held for 16 years.

Prior to seeking public office, Wilson was a practicing attorney with the law firm of Sanders and Sanders in Lancaster, Kentucky, and had previously worked as a Legislative Aid in the Kentucky General Assembly. Wilson is also a veteran, having served as a Communication Specialist in our nation's armed forces.

Wilson has served on several boards during his professional career including as President of the Kentucky Association of Counties (KACo) and as an executive board member and officer of the Bluegrass Area Development District (BGADD). He has served as a founding member of several boards and chaired several others. Wilson also served on the Kentucky Criminal Justice Council tasked with making recommendations regarding changes to Kentucky's Penal Code to the Kentucky General Assembly and was appointed to the Access to Justice Commission by Kentucky Supreme Court Chief Justice Minton. Wilson is currently the President of the Kentucky Association of Independent Recovery Organizations (KAIROS), and serves as an executive board member with the Kentucky chapter of the National Alliance on Mental Illness.

Mr. Wilson graduated with honors from both the University of Kentucky in Lexington, Kentucky and from the Capital University School of Law in Columbus, Ohio. In his free time, Wilson relishes spending time with his two daughters, and enjoys live music and international travel.



## **Edmond Hughes**

**Executive Vice President and Chief Human Resources Officer  
HII**

Edmond E. Hughes is executive vice president and chief human resources officer of HII, a global engineering and defense technologies provider. Named to this position in 2022, Hughes is responsible for HII's human resources strategy; executive and employee compensation; health and welfare; benefits; employee and labor relations; learning and development; talent management and succession planning; talent acquisition; equal employment opportunity; diversity and inclusion; organizational effectiveness; and change management. Previously, Hughes was vice president, human resources & administration for HII's Ingalls Shipbuilding division, where he was responsible for leading all aspects of the human resources function related to the attraction, development and retention of the workforce.

Prior to joining HII, Hughes was director of human resources for the North America Braking & Suspension product line of TRW, which included responsibilities for all HR services for 13 manufacturing plants. He also has human resource and leadership experience with General Motors and TRW Automotive.

Hughes holds a bachelor's degree in chemistry from Tougaloo College and an MBA from the Kelley School of Business at Indiana University. He served on the board of directors of the Alabama/Mississippi/LA National Multiple Sclerosis Society and the Mississippi Department of Archives and History. He also serves as chair of the board of trustees for Tougaloo College. He has been recognized by The Sun Herald as one of the South Mississippi's Outstanding Community Leaders, by the Coast Young Professionals with the Forever Young Award for mentoring and by our Mississippi magazine as one of the State's Most Influential African Americans