NATIONAL DIALOGUE ON WORKPLACE FLEXIBILITY

Challenges and Solutions for Arizona's Military Families
April 20, 2011

Speaker Bios

Diane Burrus • Senior Consultant • WFD Consulting

Diane Burrus leads WFD's Workplace Flexibility, Workload Solutions/Team Effectiveness and Women's Advancement practices. She has provided strategic consulting for more than 25 years to create flexible, supportive and innovative workplaces and develop management practices that enhance employee engagement, performance and retention. She has designed global flexibility policies and guidelines, as well as developed and delivered training to executives, human resources leaders and line management on workplace flexibility, work-life integration, workload solutions, team effectiveness, resilience and women's leadership and advancement on five continents. She led the development and implementation of WFD's Team Effectiveness Process and IBM's award winning People Oriented Work Redesign. She is an Arizona State University graduate and on the Alliance for Work Life Progress Strategy Board.

Patrick Camuñez • Attorney-Advisor • Arizona Army National Guard

An Army Captain, Camuñez has served 10 years, twice deploying to Iraq as an infantry officer. He is a native of New Mexico, and graduated from New Mexico State University with a degree in Government. He has a J.D. from the Sandra Day O'Connor College of Law. He has been married for six years to his wife Megan, and they have two sons Mason, 4, and Austin, 1.

Alex Deshuk, PMP • Manager of Technology and Innovation • City of Mesa • City Manager's Office

Alex is the Manager of Technology and Innovation for the City of Mesa. He oversees a combined team of 270 employees and an operating budget of approximately $36 million. His teams include the Information Technology Department, Communications Division, Management Performance and Accountability Office, Mesa Libraries, Finance and Payroll Department. He is responsible for championing new and existing initiatives that streamline operations and improve customer service as well as overseeing complex organizational change projects including technology and vertical business applications.

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Alex is also currently the Vice-chairman of the Topaz Regional Wireless Cooperative. http://www.topazrwc.org/Home.aspx. Alex holds a BS in Business and Information Systems from the University of Phoenix, with additional undergraduate work in Computer Science and Electrical Engineering and Electronics, and is a certified Project Management Professional (PMP)SM.

***About Mesa, Arizona*:** The City of Mesa's estimated population is over 480,000 within an incorporated area of approximately 133 square miles. Total land area encompasses 182 square miles. The City ranks as the 38th most populous city in the United States, larger than the cities of Kansas City, Miami, St. Louis and Pittsburgh. Mesa is a favorite destination to thousands of visitors with more than 300 sun-filled days a year and average temperature of 72.6 degrees. The area's economy is driven by four major industries healthcare, education, aerospace, and tourism. Mesa is home to two award-winning airports, Phoenix-Mesa Gateway Airport and Falcon Field Airport. For more information go to www.mesaaz.gov or http://www.visitmesa.com.

Jenny L. Erwin • Regional Administrator • Region IX, Women's Bureau • U.S. Department of Labor

Jenny L. Erwin's work focuses on financial literacy, women's leadership forums, homeless women veterans and workplace flexibility. She received the Secretary of Labor's Exceptional Achievement Award for her work on Workplace Flexibility, Financial Security and Retirement, and Migrant Farm Workers programs. Erwin has a bachelor's degree in Elementary Education, a master's degree in Guidance and Counseling from Northern Arizona University and postgraduate work in educational administration.

Marcy Karin • Associate Clinical Professor of Law • Director, Work-Life Policy Unit Sandra Day O'Connor College of Law • Arizona State University

Marcy Karin previously served as Legislative Counsel for Workplace Flexibility 2010, as an Adjunct Professor of Law, Teaching Fellow, and Supervising Attorney at Georgetown University Law Center's Federal Legislation and Administrative Clinic, and as an associate at Arent Fox PLLC, where she received the Albert E. Arent Pro Bono Award for Outstanding Contributions to the Public Interest. Her research interests include workplace law and policy, civil justice for military families and low wage workers, and women's history. She has an L.LM from Georgetown Law Center, a J.D. from Stanford Law School and a BA from American University.

Sharon Klun • Former Director, Work/Life Initiatives • Accenture
Chair, Arizona Work-Life Network

Sharon Klun created a strategy at Accenture for cultural change in areas of work/life, wellness, and career flexibility. Under her leadership, Accenture was included on the Working Mother Top 100 List and the Fortune Top 100 List and received WorldatWork's Innovative Excellence award. She is often quoted in the *Wall Street Journal, New York Times, Forbes,* and the *Harvard Business Review*. In addition to national speaking engagements, she has received two state gubernatorial appointments and was profiled in the PBS special "Running Out of Time." She received her degree from Concordia University, is a graduate of the U.S. Military Justice School, and served 13 years in the US Army Judge Advocate Generals division.

Retired Army Brigadier General Richard "Gregg" Maxon

Brigadier General Gregg Maxon enlisted in the Army in 1972, serving as a linguist for the Army Security Agency. He has earned three degrees, B.S., M.B.A., and J.D., from Arizona State University. In 1980, Maxon re-entered active duty as a Judge Advocate with the U.S. Navy. He joined the Arizona Army National Guard in 1984. In 1999, he was appointed as the Assistant Adjutant General and promoted to Brigadier General in 2000. Maxon retired from military service in 2007. He is the current Chairman of the Military Legal Assistance Committee of the state bar, and works with a number of Veterans Organizations. He and his wife Janine Elizabeth Lucas have two sons, Bradley and Jeffrey.

Charles McLaurin • Military Affairs Operations Manager • United Services Automobile Association, West Region

Charles McLaurin serves the USAA West Region, which includes all Western States in the United States, including Alaska, Hawaii, and Guam. He is responsible for taking USAA awareness, and branding to the military community through a variety of military related events, including military deployments. He completed more than 29 years active military service in the U.S. Air Force where he held a number of leadership positions before joining USAA in 2001.

Anne Palmer • Work-Life and Wellness Manager • Raytheon Missile Systems

Anne Palmer has worked at Raytheon for 28 years and has been dedicated to this field since 1989, which has included many years of partnering with Facilities and IT to provide workplace flexibility. She earned her master's degree in gerontology in 2005 from the University of Arizona and is the author of *Aging Lite: A Baby Boomer's Health Planner for Women*. She is also an artist and provides coaching for other companies in the work-life and wellness fields.

Adam Reich • 3L • Sandra Day O'Connor College of Law • Arizona State University

Adam Reich is a student-attorney with the Civil Justice Clinic. He is a native of Arizona, graduating with a degree in Political Science from Arizona State University. He also served for eight years as a Military Police Officer in the Arizona Army National Guard. In 2005, Reich deployed to Iraq with the 860th Military Police Company where he served as a turret gunner. During his tour, he received the Purple Heart for wounds sustained during an IED attack on April 9, 2005.

Dana Campbell Saylor • Chief Executive Officer • YWCA of Maricopa County

Dana Campbell Saylor serves on the Governor's Advisory Council on Aging and the Advisory Board for the Arizona Women's Heritage Trail. She is currently Chair of the Board of Trustees of the Alliance of Arizona Nonprofits and a member of the Institute for Women's Policy Research. She is also on the Advisory Board of The WellCare

Foundation, which provides integrated healthcare to single working mothers and their children, as well as the Phoenix Women's Magazine Advisory Board and the ASU Community Council. She has received multiple honors, including the 2009 Leadership Excellence award and the 2009 Golden Heart Award, presented by *Arizona Women's Magazine* and *The Arizona Republic*.

Susan Schmaltz • Human Resources Advisor • Arizona Attorney General's Office

Susan Schmaltz was the Employee Services Division Director for the Arizona Attorney General's Office under former Attorney General Terry Goddard, and oversaw all human resources functions for more than 800 employees statewide. She currently is the Human Resources Advisor under Arizona Attorney General Tom Horne. She is a dedicated human resources professional with 18 years progressive experience in workforce planning, talent management, organizational development and employee engagement. She received her bachelor's degree from the University of Arizona and has dedicated her career to work-life issues and creating effective workplace cultures. Her career has focused on professional services industries, primarily in the private and public legal sectors, from Washington, D.C., to Arizona. She is an active member of SHRM, World at Work, and the Phoenix Work-Life Network.

Sarah J. Tracy • Associate Professor of Organizational Communication • Director, Interdisciplinary Doctoral Program • The Hugh Downs School of Human Communication • Arizona State University

Sarah J. Tracy's scholarly work examines emotion, communication, and identity in the workplace with particular focus on workplace bullying, burnout and work-life wellness. She is the Director of The Project for Wellness and Work-Life (PWWL), a consortium of faculty, graduate students and organizational members who work together to better understand, study, and improve work-life well-being. Her award-winning research has resulted in two books and over 40 monographs. In recognition of her exemplary research, teaching, and service, she received one of six ASU Presidential Faculty Exemplar Awards in 2006.

Lawrence "Butch" A. Wise IV • Executive Director • Arizona Office for Employer Support Guard and Reserve

Lawrence "Butch" A. Wise served on active duty in the Arizona Army National Guard for 22 years. He has received numerous military awards including the Meritorious Service Medal with five oak leaf clusters, the Army Commendation Medal with four oak leaf clusters, and the Army Achievement Medal with one oak leave cluster. He is also involved with the Family Programs Division, Yellow Ribbon Program, and several other servicemember support groups. He is married to Julia L. Wise, and has three children, Kyla, Brenna, and Arika. He is a lifetime resident of 47 years.