

Antonio Q. Meeks **Learning and Development Director**



Antonio Q. Meeks currently serves as Director of Learning and Talent Strategic Learning Solutions division within the Department of Human Resources. He provides leadership to a team of learning consultants charged with organizational effectiveness through customized learning and development.

Antonio's work experience spans across corporate, non-profit, government and education sectors. Prior to his service with the State of Tennessee, Antonio was an independent consultant with organizations such as AmeriCorps, AT&T, Schools, Nashville Metropolitan Schools, and United Neighborhood Health in various areas of leadership development and diversity. Having over 16 years' professional learning and development experience, Antonio has established an impressive portfolio of specialized workshops in the areas of leadership development, diversity, team building, customer service, and performance management. Antonio is particularly proud of his work providing leadership to non-profit organizations geared towards eradicating adult illiteracy.

Antonio earned a Bachelor of Arts degree in Sociology from Fisk University and a Master of Education (M.Ed.) from Belmont University. He is also a graduate of the Tennessee Government Executive Institute, (TGEI) and the Tennessee Government Management Institute (TGMI). Having the heart of a servant leader, Antonio volunteers at homeless shelters teaching life and career skills to men and women; serves on the board of the Teacher Education Council at Belmont University; and builds relationships as president of the alumni association for his alma mater. He also serves as chair of Diversity for Belmont's Department of Education.

Ernie Ricketts, Ph.D., SPHR, SHRM-SCP Organizational Development Director



Ernie Ricketts, Ph.D., SPHR, SHRM-SCP is Director of Organizational Development with the Department of Human Resources, Strategic Learning Solutions (SLS) team. Ernie comes to DOHR after holding a post as a professor of Linguistics, Greek Language and Humanities for 16 years. His research focused on the intersection of linguistic and literary criticism, primarily on the application of linguistic theory and methods (discourse theory, sociolinguistics, text analysis, historical linguistics) to the Greek language. In addition, Ernie assisted in establishing a learning institute in Italy, and taught courses there over a period of four years.

Dr. Ricketts received a B.A. in Greek from Bryan College, an M.A. in Religious Studies from Biola University, and a Ph.D. in Greek Linguistics from the University of Texas, Arlington. Ernie has earned certification as a Senior Professional in Human Resources (SPHR) and the SHRM-SCP. He is also a graduate of LEAD Tennessee, Alliance 2 and the 2014 class of the Tennessee Government Executive Leadership (TGEI).

As the Director of Organizational Development, Ernie collaborates closely with the State Chief Learning Officer to lead the execution process of assisting agency leaders in implementing their identified talent management strategy that align with the Governor's initiatives and supports the state's workforce planning efforts. Ernie is a native Tennessean, and lives in Gallatin with his wife Breigh and five children, Landon Alexander, KaiLynn Alexandria, Kyrah Anastasia, Lawson Andreas and Lanxton Anastasios. The Ricketts' are active members of the Holy Trinity Greek Orthodox Church in Nashville, TN.

Richard "Bucky" Rosenbaum Talent Management Business Partner



Bucky Rosenbaum is a Talent Management Business Partner for the Department of Human Resources in the Strategic Learning Solutions (SLS) division. He joined the SLS team after four years in the State's Real Estate Asset Management (STREAM) division within the Department of General Services (DGS) where he has served as a Management Consultant, the Director of Training and Development, and most recently, as a Customer Relationship Manager on STREAM's Tenant Services team.

Since entering public service, Bucky has provided training for over 300 DGS employees while directing a number of special projects. They include: the State's *ParTNners Health & Wellness Center* and the *Tennessee Tower Food Court & Coffee Shop*. Additionally, while serving as a consultant to the DGS Commissioner, Rosenbaum piloted the State's *WeCar* car-sharing program and *Project T3*, a state-wide office modernization initiative that involved 14,000 state workers—one third of the State's workforce. Combined cost savings/avoidance over the first ten years of implementing both projects is projected to be more than \$110 million.

As DOHR's first Talent Management Business Partner, Bucky is currently assigned to the Department of General Services where he works closely with the DGS Leadership Team to implement SLS-approved TM leadership initiatives that support DGS's mission, vision, and values.

Prior to joining the State, Bucky enjoyed an extensive career as a publishing industry executive, serving in a number of leadership roles in both the private and non-profit sectors. Those roles included: President of Rosenbaum & Associates Literary Agency; President of Purpose Driven Publishing; CEO of Pastors.com; Vice President of B&H Publishing; and Vice President of the Executive Committee of the Southern Baptist Convention. During his 35-year publishing career, Rosenbaum developed, published, and represented a number of New York Times bestsellers, including *The Purpose Driven Life* by Rick Warren.

Rosenbaum earned his Bachelor of Arts degree in Psychology and Education from Carson-Newman College in Jefferson City, TN. While at CNC, he served as assistant director in the Office of Public Relations. After graduating from college, Bucky worked in sales for the Quebecor Book Group in New York City before joining Thomas Nelson Publishers in Nashville.

Bucky and his wife, Joann, have been married 39 years and live in Nashville, Tennessee. They have five adult children and six grandchildren. In addition to spending time with family and enjoying outdoor activities with his grandkids, he serves as a lay ministry leader at Rolling Hills Community Church in Franklin, Tennessee.

Steve Chester Learning Facilitator Supervisor



Steve Chester is a Learning Consultant with the Department of Human Resources, Strategic Learning Solutions (SLS) team. Steve comes to DOHR after holding a post as an assistant program director with the Tennessee Commission on Children and Youth for 13 years. He served as a U.S. Army officer for over 14 years, with a variety of leadership, command and staff assignments worldwide. He also served as a Middle School Science and Social Studies teacher for five years. Steve has a total of over 30 years' experience in the arena of training and curriculum development.

Steve also has extensive training assessment and evaluation experience both from his military service and developing and operating a major interagency training program in his previous position. He received a B.S. from the United States Military Academy at West Point and an MA, Ed (Curriculum and Instruction) from Austin Peay State University in Clarksville, TN. He is a graduate of LEAD Tennessee, Alliance 2 and the U.S. Army Command and General Staff College. In his current role, Steve serves as program lead for various learning and development initiatives within SLS. In addition, he assesses, develops and facilitates training workshops in leadership and professional development across the state.

Steve is a native Missourian, but has lived in Tennessee for over 20 years. He lives in Clarksville with his wife Cindi.

Jennifer Harris-Brown, SPHR, SHRM-SCP Learning Facilitator Supervisor



Jennifer Harris-Brown serves as a Learning Facilitator Supervisor in the Strategic Learning Solutions division within the Department of Human Resources. In her current role, Jennifer provides facilitation services to agency leaders to assist in the implementation of the statewide talent management initiative.

Prior to her service with the State of Tennessee, Jennifer held the position of Assistant Director, HR and Administration, for the Department of Anesthesiology at Vanderbilt University Medical Center for 7 years where she was a member of the department executive team. With over 20 years of human resources experience, Jennifer has had the opportunity to work in various industries which include organizations such as the Federal Aviation Administration, DuPont, Eastman Chemical Company, The HR Group, and Meharry Medical College. Her experience as a human resources professional includes the areas of learning and development, job analysis and development, employee relations, recruiting, benefits, and process redesign. She is passionate about working in conjunction with senior leadership, staff and other stakeholders to create efficient and effective organizations.

Jennifer earned a Bachelor of Science degree in Mass Communications from Mississippi University for Women and a Master of Human Resources from the University of South Carolina. She is a member of both the national organization of the Society for Human Resource Management (SHRM) and the Middle Tennessee Society for Human Resource Management (MT/SHRM). As a member of MT/SHRM, she plays an active role on the Diversity and Inclusion committee. Jennifer is also an alumna of the MT/SHRM Leadership Development Program.

Kevin Wesley Learning Facilitator Supervisor



Kevin Wesley currently serves as Facilitator 2 in the Strategic Learning Solutions division within the Department of Human Resources. Kevin, Facilitates statewide strategic learning/change initiatives, learning workshops, training certifications and agency-specific leadership initiatives in collaboration with senior-leadership.

Kevin has an extensive background in non-profit management, grant management and community organizing through his work with Martha O'Bryan, NashvilleREADS, AmeriCorps, and the Tennessee Commission on National & Community Service. Prior to his service with the State of Tennessee, Kevin worked as Associate Director of the Nashville Promise Neighborhood. He aided in leading a collaborative network of services from over 30 nonprofit organizations that work together to provide an effective cradle-to-career continuum of services for youth in the Stratford cluster. Kevin's contributions to education include work with NashvilleREADs, Adventure Science Center, Martha O'Bryan Center and Nashville Public Television. He has also served "Folklore" instructor at the Fisk Mini College, Instructor of CPR, First Aid and AED for the Nashville Area Red Cross and Officer of Elections for the local Election Commission. Kevin is particularly proud of his work as professional storyteller and volunteers his services with the Nashville Public Library, Book Em', YMCA Urban Service Youth development Center and Martha O'Bryan Center.

Kevin did his undergraduate work at Fisk University (B.A. English) and Graduate work at Cumberland University (M.S.P.). He feels his sentiment towards education and service in the community is best echoed through the words of Mother Teresa, "I alone cannot change the world, but I can cast a stone across the waters to create many ripples."

Andre Bean, Ph.D. Learning Facilitator II



Andre Bean, Ph.D., serves as a Learning Facilitator II in the Strategic Learning Solutions division within the Department of Human Resources. In his current role, Dr. Bean facilitates services to agency leaders to assist in the implementation of statewide talent management initiatives. In addition, he develops and facilitates other workshops in leadership and professional development across the State.

Prior to joining to joining the state of TN, Dr. Bean was leading Andre Bean Education Consulting LLC (ABEC), where he worked independently with school districts and their alternative student population. His number one goal as a consultant was to address literacy and numeracy deficits that exist amongst this population of students. While focusing on academic gains, he also coached these districts on how to implement and successfully build a rigorous Character Development and Social Emotional Intelligence program. Dr. Bean's appetite for facilitating and teaching goes beyond leadership within state government. This is evident by his commitment to both Tennessee State and Fisk Universities respectfully where he serves as an adjunct faculty member teaching graduate courses in both Counseling Psychology Programs. Additionally, Dr. Bean has been recognized for his excellent teaching skills at both the University of Illinois Champaign-Urbana and Argosy University.

Dr. Bean, earned his Bachelor of Science in General Psychology from Tennessee State University, a Master's of Science in Counseling Psychology with an emphasis on Acculturation among African American college students and a Doctorate of Philosophy from Tennessee State University, APA approved program , in Counseling Psychology.

Dr. Bean is a native Nashville, TN where he serves on the Board of Watkins Youth Enrichment Center as Vice-President and I Have a Future as a general board member. Lastly, Dr. Bean is a proud member of Alpha Phi Alpha Fraternity Inc., American Psychological Association, Association of Black Psychologist and National Alternative Education Association.

Amy Malo, M.Ed. Learning Facilitator II



Amy Malo serves as a Learning Facilitator II in the Strategic Learning Solutions division within the Department of Human Resources. In her current role, Amy facilitates services to agency leaders to assist in the implementation of statewide talent management initiatives. Prior to joining with the State of Tennessee, Amy held the position of Manager, Training & Development with Cumberland Consulting Group, a local healthcare IT consulting firm. Her experience as a human resource professional includes areas of learning and development, professional and leadership development, performance management, learning management system administration, needs assessment, job task analysis, facilitation, project management, and human resource allocation and planning. Amy's passion for development goes beyond the corporate setting. In addition to her corporate development experience, Amy has served at the Director level in a local girls basketball club and currently head coach of a high school exposure team that is comprised of top athletes across the state.

Amy earned a Bachelor of Science degree in Human & Organizational Development with an emphasis in Leadership & Organizational Effectiveness and a Master of Education in Human Resource Development from Vanderbilt University's Peabody College. While at Vanderbilt, she was a member of the Commodore Women's Basketball team. During her time as a Commodore, the team saw much success including two SEC Tournament Championships and two appearances to the NCAA Sweet Sixteen her Junior and Senior years.

Amy is currently a member of the national organization of the Society for Human Resource Management (SHRM) and the Middle Tennessee Society for Human Resource Management (MT/SHRM). She is actively working to earn the Human Resource Certification Institute's Senior Professional in Human Resources (SPHR) credential.

James E. Moore Learning Facilitator II



James Moore is a Learning Facilitator with the Department of Human Resources, Strategic Learning Solutions (SLS) team. James comes to DOHR after 3 years of service with the Department of Children's Services as the Training Coordinator. In his role with DCS, James gained recognition for developing reports and training procedures for mandatory state training required by Federal Government, which lead to consistent & timely reporting to Accreditation Boards and the development of a Shared Training schedule that consistently yielded 95% or greater completion of State and Federal required training courses for 250 + social workers and supervisors. James also worked with the Department of Mental Health and Substance Abuse Services for 14 months. As the Training Manager, he revamped 2 years of training records and provided complete and accurate reports for the entire department statewide. In addition, he developed the department's first online learning, "HIPAA Training," which was launched through Edison ELM. James has a total of 9 years of experience in Learning and Development.

James also has 9 years of employment with AT&T where he worked in management for 5 years and 3 years as Training Manager. James traveled extensively to many states across the country training in the areas of Product Development, Sales, Customer Service, Policies and Procedures, Motivation and others. James received an Associate Degree from Nashville State Community College and a Bachelor's Degree from Trevecca Nazarene University in Business and Human Resource Management.

James has been employed with the SLS team for 16 months where he successfully developed and launched 3 online Edison courses, and successfully written several Statewide Learning Pyramid courses. He has also been a key contributor in the rollout of the State's Get S.M.A.R.T.er in Performance Management classroom training. In addition, James has demonstrated advanced skills in classroom facilitation in each of the Statewide Learning Pyramid courses.

Sarah E. Scott **Learning Facilitator II**



Sarah E. Scott is a Learning Consultant for the Department of Human Resources in the Strategic Learning Solutions (SLS) team. Sarah is responsible for curriculum development and providing learning experiences for employees across the State of Tennessee. Sarah received a Bachelor of Science degree in Social Work and Psychology from Middle Tennessee State University and a Masters in Public Administration from Tennessee State University. Sarah has over 30 years of relevant experience providing training and technical assistance to diverse groups including executives, managers, families, children, staff, and volunteers.

Prior to joining SLS, Sarah worked for the Tennessee Commission on Aging and Disability (TCAD), where she served as the State Coordinator and Master Trainer for The "Living Well with Chronic Conditions Program," which is an evidenced-based program developed by Stanford University. Sarah has also worked as a Training Specialist at Belmont University. Belmont was one of a consortium of universities contracted to provide training and technical assistance to the Department of Children Services' staff and resource parents. Sarah enjoys working with people from diverse backgrounds and providing learning opportunities that promote growth and development.

Sharon Buwalda **Administrative Services Assistant**



Sharon Buwalda is the Office Manager and Executive Assistant to Assistant Commissioner and Chief Learning Officer Trish Holliday for the Strategic Learning Solutions (SLS) team in the Department of Human Resources. Sharon has worked in the department of Human Resources for over 15 years. Prior to joining the Department of Human Resources Sharon spent 14 years with the Department of Revenue.

She enjoys the diversity of her position which includes designing graphics and publications created by the SLS division, and is the statewide coordinator for conference and event planning as well as managing the Continuing Legal Education program for the state's attorneys.

Renee Jordan **Administrative Services Assistant**



Renee Jordan is the Executive Assistant to Assistant Commissioner and Chief Learning Officer Trish Holliday, and has been with the Department of Human Resources for 7 years. Before joining the Department of Human Resources, Renee worked with the Department of Environment and Conservation.

Renee enjoys photography, and spending time with family.

Chasity Wilson-Taylor **Administrative Services Assistant**



Chasity M. Wilson-Taylor currently, serves as an Administrative Service Assistant II (ASA II) of the Strategic Learning Solutions Division within the Tennessee Department of Human Resources, where she updates the Enterprise Learning Management System (ELM), and input all Training Attendance Rosters, performed by SLS into the Edison Portal System, so that necessary credits can be tracked by our loyal Agencies/Customers. She also provides any other additional assistance needed within the SLS Division office.

Chasity M. Wilson-Taylor previously served for the Tennessee Department of Labor and Workforce Development in the Trade Act Assistance (TAA) Unit, as an ASA II for 2 ½ years. Chasity Taylor has been a proud Member of "Boys and Girls Club of America for 10 plus years." She was also nominated and chosen to be a representative for "Who's Who among American High School Students and, "Who's Who among Executives and Professionals of America."

Helping others and being a great leader and representative for Government, is a passion for Chasity. If Chasity is not busy serving the great state of Tennessee, she enjoys spending quality time with her Husband, DaMarco and their two (2) beautiful Children, Marco and Khadence Taylor.