

2013 UTEP IDR Symposium Keynote Speakers

Susan Franzen

Susan is the Director of Shared Services Innovations at the University of Texas System, leads the change management and training activities for the UTShare project. UTShare, the largest UT System collaborative effort to date, combines the efforts of eight academic campuses to implement the PeopleSoft Human Resources and Financial Management Systems. She brings over 19 years of experience in organizational and leadership development, change management, executive coaching, and strategic facilitation to this effort. She also serves on the Steering Committee for the Transformations in Medical Education (TIME) initiative and actively supports the UT System Board of Regents, UT System executive leadership, and campus leadership in a variety of strategic initiatives and events, including Board and executive retreats, the Chancellor's Technology Commercialization Advisory Cabinet, and strategic planning sessions.

Prior to this role, Susan served as the Director of the University of Texas System Leadership Institute and President of LifeU, Incorporated. The UT System Leadership Institute, supported by a 24-member Advisory Group, provided leadership development consulting and programs for 15 UT System campuses statewide, resulting in savings of over \$1.2 million in leadership program costs over a three-year period. LifeU, Inc. provides aligned leadership and organizational development consulting and programs to clients in a variety of industries including healthcare, technology, financial, manufacturing, non-profits, and higher education (including the Red McCombs School of Business at the University of Texas at Austin).

Susan holds a Bachelor's in Business Administration and a Training and Development Certificate from Boston University, is certified in DiSC™ Behavioral Styles, the Leadership Challenge, Kirkpatrick's Four Levels, and is a graduate of Coach University. She is pursuing a Master's Degree in the Neuroscience of Leadership through Middlesex University.

Active in the Austin community, Susan serves on the board of Hospice Austin (Personnel Committee Chair) and the Advisory Council for Seton Cove's Institute for Soul-Centered Leadership. Prior board service includes the Greater Austin Hispanic Chamber of Commerce, the Metropolitan Breakfast Club, the Texas Hill Country Wine & Food Festival, and the International Coach Federation – Austin Chapter.

Dr. Deana Pennington

Deana is an interdisciplinary scientist with a PhD in Physical Geography and a post-PhD Graduate Certificate in Adult and Organizational Learning, located in UTEP's CyberShARE Center of Excellence. Her research is focused on enabling interdisciplinary teams investigating human/environmental systems and global change, especially understanding knowledge co-creation and synthesis in these complex interdisciplinary research efforts. Recently her research has focused on understanding collaboration processes as knowledge ecosystems; interdisciplinary teams as distributed cognitive systems; use of spatial metaphors for analysis of shared conceptual spaces; and development of models of cross-disciplinary learning and collaboration. She also investigates the application of collaboration and semantic technologies that enable interdisciplinary research. Deana is PI on the National Science Foundation funded (Cyberinfrastructure) CI-Team Project: The Virtual Learning Commons, PI on the NASA funded Earth, Life, and Semantic Web project, Co-PI at Cyber-ShARE Center of Excellence, and has had two prior NSF grants for empirical studies of science and technology teams.

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