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2026 ANNUAL MEETING

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Thank you to our presenters for sharing your time, expertise, and experience with our meeting participants. We sincerely appreciate your contribution to the value of our community.



TINA BJORK

HEAD OF LEARNING

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Tina Bjork leads the Learning and Talent Development group at PNNL, responsible for delivering learning experiences that help the lab achieve its mission. This group includes Leadership Development, Technical Learning, Digital Transformation Skills and Learning Operations. Throughout her career, Tina has lead teams through learning transformation at organizations like The Coca-Cola Company, Wayfair and Edward Jones.

Her expertise lies in leading tailored learning experiences that align with organizational goals and individual career paths, specializing in human-centered instructional design and modern workflow learning. She is passionate about elevating the learning function through transformative leadership and advanced technologies.

Tina holds a Master of Education with a focus on Instructional Technology and is certified in design thinking and the ROI Institute methodology.



RAMON CASTILLO

READINESS LEADER/READINESS SUPPORT SPECIALIST

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Ramon Castillo supports Operational Readiness Assurance for the Uranium Processing Facility (UPF) Project at Y-12 National Security Complex in Oak Ridge, TN.

The Uranium Processing Facility (UPF) supports the Uranium Mission Strategy, which ensures the long-term viability, safety, and security of enriched uranium capabilities in the United States. UPF will relocate casting, special oxide production, and salvage and accountability capabilities into a new, modern, more efficient and safer facility.

Ramon Castillo has over 35 years of experience in Nuclear Operations, Nuclear Quality, and Nuclear Training supporting both government and commercial nuclear industry. He served in the U.S. Navy Submarine Force as a Reactor Operator, Propulsion Plant Supervisor, Prototype Instructor and Lead Instructor for the Prospective Nuclear Engineer Officer Course. Upon retiring from the Navy, he developed operating procedures and training programs for Nuclear Regulatory Commission licensing of the Paducah Gaseous Diffusion Plant in Paducah, KY, managed corporate and station training programs for Exelon Nuclear and the Institute of Nuclear Power Operations (INPO). He supported the analysis, design, development and delivery of over twenty courses in Nuclear Training at the Radiochemical Processing Laboratory, Pacific Northwest National Laboratory, Richland, WA. Ramon holds a Bachelor of Science degree in Nuclear Technologies from Excelsior College.

A circular portrait of Dr. Becky Chance, a woman with long brown hair, smiling. She is wearing a dark patterned top, a necklace, and a backpack. The background of the portrait is a light purple circle.

DR. BECKY CHANCE

LEARNING TRANSFORMATION LEAD

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Dr. Becky Chance is an experienced neuroscientist who uses a specialized blend of UDL strategies, data-informed processes, and brain-based principles to support learning and development. A results-driven curriculum and instructional design expert with decades of experience in creating accessible culturally relevant curriculum, professional learning, coaching, and data-based interventions for all populations, Becky has an advanced ability to integrate and apply appropriate learning theories, social emotional methodologies, and intercultural competence to provide cross-functional teams with language, processes, and frameworks to strengthen communication and leverage expertise. Becky has a proven track record of expanding best practices, fostering learner growth through interactive eLearning experiences, creating research-based learning resources for stakeholders, and developing culturally responsive content that drives skill-acquisition and behavior change.



JESSICA DAWES

SR. WEAPONS TRAINING & KPM MANAGER

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Jessica Dawes brings over twenty-five years of comprehensive experience in training, project management and environmental science within the NNSA at the Pantex Plant. Currently serving as the Sr. Manager for Knowledge Management & Weapons Training, Jessica established and has maintained the knowledge program which digitally captures, preserves, and transfers mission-critical knowledge to enhance employee development and reduce proficiency timelines. This work includes active participation in the KM Advisory team, collaborating with Los Alamos, Lawrence Livermore, and the United Kingdom Atomic Weapons Establishment to advance Knowledge Management initiatives across the Nuclear Security Enterprise.

Prior to this role, Jessica held positions as a Program Manager overseeing a dynamic, cross-functional team responsible for commercially procured materials for nuclear weapons. Her leadership in implementing continuous improvements drove substantial progress in weapons materials. Earlier in her career, Jessica managed Pantex's Radiation Safety Training Program, ensuring compliance with federal requirements for over 3,000 radiological workers, and led multiple large-scale environmental remediation projects, including the remediation of the Perched Aquifer Dewatering at Pantex.

Her expertise spans a wide range of disciplines and leverages robust project management and change management methodologies, to consistently deliver workforce knowledge transfer by integrating into organizational efforts and capturing learning experiences.

She has a Master of Science from West Texas A&M University, is a certified Project Management Professional (PMP) and Prosci Practitioner in ADKAR Change Management.



REBECCA DECKER

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Becca Decker is a Senior Instructional Designer at Pacific Northwest National Laboratory, where she leads initiatives to modernize learning and strengthen compliance training across the DOE complex. Her work focuses on digital learning transformation, instructional design standards, and strategies that enable scalable, future-ready learning experiences.

Throughout her career, Becca has advanced learning innovation at organizations including Oak Ridge National Laboratory and Roane State Community College. She specializes in human-centered instructional design, accessibility, and the creation of modern eLearning experiences that are engaging, effective, and aligned with organizational goals and regulatory requirements. Her passion lies in elevating the learning function through collaboration, technology integration, strategic approaches, and continuous improvement.

Becca holds a Master of Science in Information Science and is certified in instructional design, eLearning development, and Kirkpatrick evaluation methodology.



DR. KELLY DRUMMOND

HEAD OF TALENT OPERATIONS, BOYS & GIRLS CLUBS OF AMERICA

FOUNDER, MY SOUL IN BLOOM

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Dr. Kelly Drummond is a seasoned Human Resources expert, certified by both the HR Certification Institute and the Society for Human Resource Management. Currently, she is the Head of Talent for Boys & Girls Clubs of America and oversees recruiting, performance management, and continuous learning for a national youth initiative. As the Director of Human Resources (CHRO) for the City of Knoxville, she led a comprehensive range of HR functions, including compensation, talent acquisition, employee training, and succession planning.

In addition to her HR leadership role, Dr. Drummond is a dedicated educator. She teaches at the UT Center for Professional Education and facilitates SHRM Certification and HR Essentials courses at Roane State Community College. She holds a doctorate in Education with a focus on Human Resource Development from Lincoln Memorial University.

Dr. Drummond is not just a leader but also a Professional Development Coach. She is certified in Public Sector HR Executive Leadership, BCC (National Board-Certified Coach), Senior Professional Career Coach through IACC, change management, and Emotional Intelligence.

Her passion project, My Soul In Bloom, is a Career, Professional & Personal Development Service designed to help individuals secure a seat at the table and ensure their voices are heard. Dr. Drummond offers personalized coaching, guidance, dossier development, and mentorship to leaders and professionals seeking growth and career advancement. She serves as a LDP PEMBA Coach with the University of Tennessee in Knoxville.



EVAN DUNNE

BUSINESS OPERATIONS MANAGER

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Evan Dunne has served the federal government for 35 years. He started with the General Services Administration in procurement, spent seven years with the US Air Force in procurement and IT, and has spent the last 25 years with the Department of Energy in many roles. He currently serves as the National Training Center's Enterprise Learning Program Manager, EFCOG Training Working Group Federal Sponsor and as an NTC certified instructor for three training different portfolios. He enjoys cooking, traveling, and spending time with family.



KEITH EAGLIN

SR. TECHNICAL TRAINING INSTRUCTOR

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With over a decade of in-class training experience, Keith Eaglin brings a rare blend of operational expertise and instructional innovation. A former Commercial and Naval Nuclear Power Operator, he is an NFPA 70E and NEC instructor known for developing and implementing modern training methodologies that deliver real-world results. Keith is also a Certified Professional Trainer through the International Board of Certified Trainers.



JEN FLYNN

SR. PRINCIPAL ORGANIZATIONAL DEV.

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Jennifer M. Flynn is a highly accomplished executive leader with over 20 years of experience in talent, leadership, and organizational excellence. Specializing in HR transformation, business, and culture change, Jennifer has a proven track record of driving enterprise-wide talent strategies for global and Fortune 500 companies. She is adept at developing high-performance teams, influencing senior stakeholders, and executing workforce transformation initiatives that enhance leadership effectiveness, workforce agility, and business efficiency. Her expertise spans succession planning, leadership development, employee engagement, large-scale change management, and organizational development. As Head of Organizational Development at Nevada National Security Site, she built a data-driven OD function, launched impactful leadership programs, and expanded enterprise-wide access to coaching and training. Currently, as a Senior Principal OD Specialist on the E3 (enrichment, empowerment, and experience) team, she focuses on leadership development, coaching, and organizational development solutions, continuing to evolve the foundational programs she created in her prior role within a newly formed, integrated HR function. Previously, as Executive Director of Talent Management at MGM Resorts International, she redefined succession planning and led post-COVID workforce recovery efforts. Jennifer holds an M.S. in Industrial and Organizational Psychology and is a Senior Professional in Human Resources (SPHR).



MIKE FOY

SR. HEALTH & SAFETY PROFESSIONAL

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With over twenty years of experience in the DOE safety and health arena, Mike Foy currently serves as the Program Manager and Subject Matter Expert for

ORNL's Material Handling Program. Mike formerly served as Y12 Subject Matter Expert in Hoisting and Rigging, Powered Industrial Trucks and Elevated Work. In addition, he acted as a Sr. ES&H Representative, Site Safety & Health Officer, Construction Safety Lead, ES&H Lead for Y-12 Projects Division, and Industrial Hygiene Supervisor for Y-12 Balance of Plant operations.



JOHN GEARHEART

DIRECTOR, ENVIRONMENT, SAFETY, HEALTH, & QUALITY

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John Gearhart is the director of Environment, Safety, Health, and Quality (ESH&Q) at Oak Ridge National Laboratory. In this position, he leads the safety and operational infrastructure that enables the laboratory's science missions while protecting workers, the public, and the environment. ESH&Q provides broad expertise and programs to support nuclear safety, promote occupational health, control work hazards, meet regulatory requirements, manage waste responsibly, and ensure quality performance.

Gearhart previously served as the chief operating officer for ORNL's Isotope Science and Engineering Directorate, providing oversight to nuclear and radiological facilities with critical national missions, including the production of medical isotopes and fuel for deep space exploration.

Prior to joining ORNL, he was the assistant chief of Naval Research at the Office of Naval Research, where he led the management and operations functions for the U.S. Navy's scientific research and development portfolio.

Gearhart is a U.S. Navy nuclear submarine veteran with 30 years of experience in the Department of Defense in operations, management, risk assessment, long-range planning, and strategy implementation. Throughout his naval career, he served in multiple positions, including as a nuclear submarine quality assurance officer, ensuring highly reliable safety systems in equipment. He holds a bachelor's degree in mechanical engineering from Oklahoma State University and a master's in business administration from the University of Phoenix.



EMILY GRABER

DIRECTOR OF LEARNING, ENGAGEMENT, AND DEVELOPMENT

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Emily Graber brings two decades of experience leading transformational human resources and talent development initiatives in complex, high-stakes environments across government and corporate sectors. Known for strengthening organizational culture, accelerating strategic growth, and building high-performing teams, she joined Oak Ridge National Laboratory in November 2025, where she launched a comprehensive employee development framework, introduced a new executive leadership program, and transformed manager training into a scalable, modular learning experience. Her work focuses on aligning talent strategy with organizational mission to build leadership capacity at every level.



JENNY HICKMAN-RONQUILLO

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Jenny Hickman-Ronquillo is an instructional designer with over 25 years of experience working in the field of education as a teacher, administrator, curriculum designer, and trainer. She is a graduate of the University of Notre Dame and has a master's degree in international education from the School for International Training. She has worked with a variety of schools and organizations helping them streamline administrative processes and coach teams of employees and trainees from around the world. At LLNL, she works with the explosives training team creating hands-on training programs as well as web-based and ILT courses.



RICHARD HOMA

INSTRUCTIONAL DESIGNER

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Richard Homa is an Instructional Designer in the Office of Technical Training at Oak Ridge National Laboratory, supporting the Environment, Safety, Health, and Quality (ESH&Q) Directorate. Rich partners with subject matter experts, operations leaders, and trainers to design and improve technical and safety training programs that align workforce capability with operational risk.

He recently supported enhancements to the Mechanical Material Handling 2 (MMH2) course following an operational incident investigation, helping translate investigation findings into targeted training improvements grounded in validated performance needs.

Rich began his work at ORNL as a subcontracted instructional designer supporting Fall Protection and Electrical Safety training. Prior to joining the laboratory, he spent more than twenty years in higher education as a professor of graphic design, web development, multimedia, and computer science.

He holds a Master of Science in Instructional Design and Development from Lehigh University and a Bachelor of Arts in Graphic and Advertising Design from Moravian University.



GREG HOUCHIN

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Greg Houchin works as the Technical Qualification Program Manager for the National Nuclear Security Administration. In this role, he administers the enterprise-wide qualification program enabling federal employees to perform oversight at defense nuclear facilities. Prior to this role, Greg worked as a program analyst, budget analyst, and training manager at the NNSA Production Office and has 15 years of federal service.

Mr. Houchin holds a M.S. in Industrial/Organizational Psychology from University of Tennessee at Chattanooga. Additionally, he has taught occupational coursework at Tennessee Technological University for over ten years and is qualified in Technical Training through DOE's Technical Qualification Program.



KATRINA KNIGHT

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Katrina Knight is an instructional systems designer who supports technical training initiatives across the Department of Energy. She has spent nearly 14 years with the DOE National Training Center in a variety of roles. She is serving unofficially as part fixer, part information wrangler, and the occasional guide for navigating NTC systems, resources, and finding answers.

Katrina works with partner organizations across DOE to develop and refine training resources and curriculum areas. She also helps DOE training professionals locate, share, and make better use of DOE-owned training assets through CARDS (and if you don't know what that is yet, you should probably attend her presentation).

Her work focuses on making it easier for organizations to collaborate, share knowledge, and learn from one another. All in the hopes of solving world peace, ending world hunger, and reversing climate change... or at the very least building a more connected training community.



AMANDA LEVASSEUR

LEARNING DEVELOPMENT DESIGN SPECIALIST

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Amanda Levasseur brings more than 20 years of visual design experience and a passion for adult learning to create engaging, effective training solutions. In her current role, she designs and develops training and supporting media aligned with DOE and LLNL policies. Amanda focuses on leveraging AI tools to deliver course material more efficiently and enhance the learner experience.

Prior to transitioning into learning development, Amanda built a career as a senior web and graphic designer, leading high visibility communications for technical and executive audiences. This blend of creative, technical, and instructional expertise informs her story driven, learner centered approach.

Amanda holds a Master of Science in Instructional Design and Technology, with honors, and a BA from the Academy of Art University. She is certified in Microsoft Power Automate Essential Training. She has received multiple honors, including the Adobe Design Achievement Award, several LLNL Director's Awards, and the NNSA Chief Information Officer Achievement Award for LLNL's AI Campaign.

Outside of work, Amanda enjoys learning new recipes and cooking for her family, traveling, and spending time in nature. She is also deeply committed to mentoring, serving as both mentor and mentee at LLNL for the past seven years, which helps her stay connected to emerging technologies and support the growth of others.

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AMY LOEVY

SD PROGRAMMATIC TRAINING MANAGER

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Amy Loevy (*pronounced Lay'-vee*) is a Programmatic Technical Training Manager in the Lawrence Livermore National Laboratory Strategic Deterrence Training Team. Amy has many years of instructional design, leadership, and management experience, along with deep familiarity with the Department of Energy complex. Prior to joining LLNL, Amy spent 9 years at Brookhaven National Laboratory, where she managed a high-performing team responsible for developing and delivering award-winning, compliant training programs, and another 20 months at Los Alamos National Laboratory, developing and delivering training for the ESH&Q Waste Management Division.

Amy is well known across the DOE complex for her leadership beyond her home institutions. She joined the Training Working Group (TWG) at its inception in 2015 and has served as the Steering Committee Chairperson since 2023, leading collaborative initiatives and successful Annual Meetings at Savannah River Site, Pacific Northwest National Laboratory and HAMMER, and most recently, LLNL.

Amy holds a Master of Arts in Adult Education and Training from the University of Phoenix, a Bachelor of Arts in French and English, Secondary Teaching Certification, and she has been trained in the BlueDragon® causal analysis program. She is passionate about equipping others for success by designing and delivering excellent learning opportunities.

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STEPHEN MACKLIN

LOGISTICAL SERVICES DIVISION DIRECTOR

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Stephen Macklin served for over forty years in U.S. Government service, including over 20 years as a contractor to the Department of Energy and 23 years as an active-duty United States Marine. He has been at Oak Ridge National Laboratory for 10 years, serving as a Group Leader for two different Groups within Laboratory Protection Division (Safeguards and Security and Protective Force). His current assignment is Director of Logistical Services Division. Prior to his assignment at ORNL, he worked for 10 years at the National Nuclear Security Administration's (NNSA) Y-12 National Security Complex helping keep the nation's stockpile of weapons grade uranium secure.

Before working for NNSA, Stephen served as a Military Police Officer in the United States Marine Corps. He served for eight years enlisted and then was selected for a commissioning program, serving his last 15 years as a commissioned officer and retiring in 2006. He has had multiple exciting assignments during his 23-year career as a Marine, which culminated with a Presidential Support assignment as the Director of Security for Marine One helicopter squadron.



KATHRYN MILLER

DIRECTOR, OFFICE OF TECHNICAL TRAINING

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Kathryn Miller serves as Director of the Oak Ridge National Laboratory (ORNL) Office of Technical Training (OTT) Division. OTT provides corporate governance, management, and integration of ORNL's training programs, delivering the institutional infrastructure that supports site-wide procedures and guidance, instructional design, training delivery, learning management system administration, and performance assurance.

Kathryn leads efforts to strengthen training governance, compliance, and performance-based learning strategies that enhance workforce capability and mission execution across the Laboratory.

Prior to ORNL, she served as Manager of Professional Development at Nevada National Security Sites and as Project Training Manager for three Rocky Flats Environmental Technology Site Closure Projects. She also worked within the training organization at Savannah River Nuclear Solutions.

Kathryn has more than 25 years of experience in training and strategic communications, including over 20 years in nuclear-regulated environments. She holds a B.A. in Communication from Regis University and maintains certifications in Human Capital Strategy, eLearning Design, Instructional Design, Business/Leadership, and Myers-Briggs Type Indicator. She previously served a three-year term in the presidency of the Denver Association for Talent Development (ATD).



RUSS MILLER

**GROUP LEADER, TRAINING MANAGEMENT
AND PERFORMANCE ASSURANCE**

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Russ Miller is the Group Leader for Training Management and Performance Assurance at Oak Ridge National Laboratory. He brings more than two decades of experience in technical training, workforce development, and performance evaluation across the U.S. Navy, commercial nuclear power, and complex operational environments.

Russ began his career as a Navy instructor and later earned designation as a Navy Master Training Specialist, developing and delivering curriculum for advanced maintenance programs. He went on to serve as a Fleet Training Chief, overseeing contractor-developed training materials and evaluating lesson plans, laboratory instruction, and performance-based assessments supporting submarine systems.

Following his Navy service, Russ held leadership and instructional roles in commercial nuclear power, including Maintenance Supervisor Instructor and INPO Accreditation Senior Evaluator, where he assessed training programs across U.S. nuclear plants against rigorous industry standards. His work focused on ensuring training effectiveness through the full ADDIE instructional design model, continuous program evaluation, and performance-based learning.

At ORNL, Russ leads initiatives that strengthen training governance, structured effectiveness, and performance assurance practices that support safe and reliable operations.



CLARICE PHELPS

ENGINEER, RADIOISOTOPE SCIENCE & TECHNOLOGY

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Clarice began her career at Oak Ridge National Lab (ORNL) in 2009 as a technician in the Non-Reactor Nuclear Facilities Division, and in 2010 she began working for the Nuclear Security and Isotope Technology Division (NSITD) as a research associate. Her educational background began with a B.S in Chemistry from Tennessee State University (2003), followed by a career in the United States Navy's Nuclear Power Program from 2004- 2008. Afterwards, she received her M.S in Mechanical Engineering with a focus in Nuclear and Radiation Engineer from the University of Texas at Austin in 2020. She is currently a PhD candidate in Nuclear Engineering at the University of TN, Knoxville. During her time at ORNL, she was able to be a part of the team that helped to purify the isotope, Berkelium 249 (Bk-249) that would be used to confirm the discovery of element 117, Tennessine (Ts), on the periodic table. In 2019 she was recognized by ORNL as the very first African American woman involved in element discovery. Clarice has lent her technical expertise to the Plutonium 238 (Pu-238) program for NASA in spectrophotometric determination of plutonium (Pu) and neptunium (Np) valence states in aqueous and organic solutions as well as electrodepositions of Cf-252 for Argonne National Lab. She has also managed the Nickel- 63 (Ni-63), Selenium -75 (Se-75) and the Radiation Signature Training Device projects in the Radioisotope Production and Development Group at ORNL. She currently serves as the principal investigator for Pm-147 production from Nd-146.

Clarice has established her dedication to STEM education through her educational outreach, invited talks at colleges and universities, and investment in the future workforce through strategic collaborative efforts. She has recently spearheaded a partnership with Pellissippi State Community College, a local 2-year institution, for a chemical radiation technician pipeline which prepares students for careers in the nuclear industry through coursework, hands-on practical training, and internships at national laboratories. She has received numerous awards for her service to Knoxville and the surrounding community for her persistent dedication to STEM education, workforce development and bringing awareness to benefits of a career in the nuclear field.



KEVIN PLEDGER

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Kevin Pledger is an instructional designer and training specialist with over 15 years of experience in education and supporting DOE-regulated environments at Lawrence Livermore National Laboratory. As a member of LLNL's new media team, he develops multimedia training content using 3D modeling, game engines, and interactive simulations. Kevin specializes in compliance-based training, the full ADDIE lifecycle, and integrating AI tools to enhance instructional design workflows and innovation.



CHARLES PUGH

TRAINING SPECIALIST

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Charles Pugh is a Training Specialist at Y-12 with a distinguished background in military education and instructional development. His 24-year military career included three tours in Iraq, seven years delivering professional education in the U.S. Air Force, and two years as a U.S. Marine Corps instructor, building a strong foundation in high-stakes training environments.

At Y-12, Mr. Pugh focuses on the Analysis and Delivery phases of the ADDIE model. He manages and conducts critical safety courses such as Beryllium Handling, Pressure Safety, General Employee Training, and Hazardous Communication, ensuring personnel are prepared and compliant with safety protocols.

Mr. Pugh holds an MBA with a specialization in project management from the University of Arkansas Grantham, blending strategic planning with his extensive practical experience in training and development.



MELISSA ROY

DIRECTOR, ORGANIZATIONAL DEVELOPMENT AND TRAINING

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Melissa Roy serves as the Director of Organizational Development and Training at Pantex, with over 25 years of progressive experience in organizational development, training, and compliance. Her extensive career is marked by a strong background in complex, regulated environments, including significant tenure within Department of Energy (DOE) nuclear facilities.

Melissa holds a B.S. in Education from West Texas A&M University and an M.A. in Organizational Development and Leadership from the University of Oklahoma. Her expertise encompasses instructor development, curriculum development, and team building. Notably, Melissa was instrumental in the design and implementation of the four-level Pantex Leadership Academy, a program aimed at enhancing leadership skills for current and future leaders at Pantex.

Throughout her career, Melissa has demonstrated proven expertise in strategic program design, regulatory interpretation, talent development, and fostering high-performance teams. She is adept at driving enterprise-wide initiatives, promoting strategic integration, and enhancing overall efficiency and effectiveness.



DR. DAVE RUDE

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Dr. Dave Rude is the Chief Learning Officer (CLO) at Longenecker & Associates: A Geosyntec Company. He has been a CLO for 17 years, having also served in that role for the Department of Defense's civilian workforce of 850,000 employees, Department of Energy/National Nuclear Security Administration, and for a nonprofit research institute. Other highlights of a 40-year career include senior-level positions in talent management, consulting, financial management, and international relations. His research passions are focused on building healthy organizations. Dave serves as partner faculty at various universities and is President of the Transformative Emotional Intelligence Foundation Board. He earned his Ed.D. in Human and Organizational Learning from The George Washington University, an MPA from American University, and a BS from George Washington University. He is a Certified Professional in Talent Development and a Certified Action Learning Coach.



SUE ANN SARPY

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Sue Ann Sarpy, M.S., Ph.D., is an Industrial/Organizational Psychologist with over 25 years of experience in academic, government, and applied organizational settings. Her work integrates theory, practice, and organizational development to support evidence-based decision-making and continuous improvement. Dr. Sarpy is the Principal and Founder of Sarpy and Associates, LLC where she leads interdisciplinary teams to evaluate the effectiveness and impact of organizational and community-based interventions, including public health workforce development; leadership and executive development; occupational health and safety; and emergency preparedness, response, and resiliency training. Her work emphasizes rigorous evaluation, practical data use, and translation of findings into actionable recommendations and policy. Her areas of expertise include professional and organizational development, performance assessment and management systems, social network analysis, and behavioral economics. Most recently, Dr. Sarpy led the development and implementation of a comprehensive Level 3 evaluation of the IAFF Hazardous Materials Operations Training to assess transfer of training to improved safety performance among first responders and partner organizations across the United States and Canada.



CHRIS SLATER

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Chris Slater is the Group Leader for Instructional Systems Design within the Office of Technical Training at Oak Ridge National Laboratory (ORNL). In this role, he leads a team of instructional designers responsible for developing and sustaining training programs that support mission-critical laboratory operations. Dr. Slater oversees the application of the Systematic Approach to Training (SAT), guiding job and task analysis, curriculum development, instructional design, and evaluation to ensure training aligns with regulatory requirements and operational performance needs. He collaborates closely with laboratory leadership and subject matter experts to translate complex technical requirements into effective learning solutions.

Before joining ORNL, he held leadership positions in both government and industry, including Director of Flight Standards and Training Development at Cirrus Aircraft, Deputy Director of the U.S. Coast Guard Performance Technology Center, and Training Director at the U.S. Coast Guard Aviation Technical Training Center. He also served as Director of Learning and Development at Macy's, Inc., where he led executive development initiatives supporting transitioning military leaders.

Dr. Slater has also served as an adjunct graduate professor at Boise State University and previously served on the Board of Directors for the International Society for Performance Improvement.

He holds a Doctor of Education in Adult Education from Regent University and a Master of Science in Instructional and Performance Technology from Boise State University.



JON STURGILL

TECHNICAL TRAINING INSTRUCTOR

OAK RIDGE NATIONAL LABORATORY

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Jon Sturgill is a Technical Training Instructor at Oak Ridge National Laboratory, where he has spent more than two years delivering hands-on technical training that emphasizes practical exercises, operational safety, and continuous course improvement. His instructional areas include Mechanical Material Handler 2, Hoisting and Rigging, Mobile Elevating Work Platforms (MEWP), Forklift and Crane operations, and Hearing Conservation.

Prior to joining ORNL, Jon built a 15-year career in the oil and gas industry, working in field operations, frontline supervision, and senior management roles. Throughout that time, he developed deep expertise in equipment operations and workforce development, serving as a subject matter expert across multiple types of heavy equipment while also leading employee training and development initiatives. Jon holds several train-the-trainer certifications and is a former NCCCO-certified crane operator. He has also served as a PEC SafeLand Instructor and an Adult Basic CPR/First Aid Instructor.



BRANDON WALKER

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Brandon Walker is a Training Specialist at Y-12, focusing on applying the Systematic Approach to Training (SAT) to compliance and workforce development. His concentration is primarily DOE O 426.2A, performing job analysis, and developing and teaching courses rooted in the ADDIE model. He has over 15 years of experience in higher education, digital media production, and corporate instructional design.

Prior to Y-12, Brandon served as an Assistant Professor of Digital Communications at the University of West Alabama where he oversaw a working television studio and taught both graduate and undergraduate level classes in digital audio and video production, photography, graphic design, marketing, and social media. Previously, he served in multiple hybrid production/instructional technology roles at the University of Alabama where he managed a robust production organization, grew an internship program, and produced nationally broadcast television and documentary content.

Brandon holds a Doctor of Philosophy in Educational Leadership with a concentration in Instructional Technology from the University of Alabama. His area of research is applying cognitive load theory to online and adult learning. He also holds a Master of Science in Interactive Technology, and a Bachelor of Arts in Interdisciplinary Studies with a focus in audio production from the University of Alabama.



DR. PHIL WEISS

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Dr. Phillip Weiss is currently the Chief of Staff for the Office of the Chief Financial Officer at Lawrence Livermore National Laboratory. Over his 35+ year career, he had led operational, training, and development organizations in non-profit, software, military, and government industries. In the area of virtual learning, he pioneered software training techniques using virtual workstations with Webex and contributed to the development of the original Webex Training Center.

Dr. Weiss holds an MBA from the University of Maryland and a Doctorate of Business Administration from Walden University where he completed research on knowledge transfer preferences of expert employees nearing retirement. Dr. Weiss has spoken at multiple learning conferences including the Learning Guild's DevLearn and Learning Solutions conferences as well as Elliot Masie's Learning Consortium.



MICHAEL WHETSTONE

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Michael Whetstone is the Student and Faculty Programs Manager at Oak Ridge National Laboratory (ORNL), where he leads the modernization and scaling of the laboratory's student and mentor engagement systems. Since 2022, he has architected and deployed Mentor HQ, a centralized knowledge and workflow platform that integrates policy interpretation, automated processes, and cross-organizational coordination into a cohesive framework that makes participation intuitive and sustainable.

Under his leadership, mentor participation has grown dramatically, supporting record levels of student and faculty appointments across the laboratory. He fully automated the mentor recruitment and request process—reducing approval cycle time by 90 percent—and led large-scale onboarding operations serving hundreds of students at a time. His work enables distributed recruiting, strengthens institutional partnerships, and lowers administrative burden without proportional growth in central staffing.

Michael collaborates across directorates to align safety, cybersecurity, compliance, and workforce development requirements into practical, mentor-facing systems. His approach centers on capturing institutional knowledge, reducing barriers, and building sustainable pathways into DOE mission areas—ensuring ORNL can deliver workforce impact at scale while maintaining operational excellence.



DAVID YAKONICH

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David Yakonich builds capabilities to connect and engage employees using learning technologies. He is a Business Specialist with the Experience, Enrichment, & Empowerment (E3) organization at the National Nevada Security Sites (NNSS). He leads the leveraging technology efforts, driving employee metrics, and supports communication efforts. Since July 2023, David serves as Vice Chair of EFCOG Training Working Group after spending two years as Training Collaboration Subgroup Chair.

David has been a leader in the Talent Development and Learning space for over 25 years in business consulting and talent development positions.

Prior to joining the NNSS, he used his experience in delivering virtual training, blended learning, and program development to create learning experiences in a variety of industries. David holds a Bachelor's Degree in Business Marketing and Master's Degree in Human Resources and Organizational Development. He lives in Las Vegas, Nevada with his wife and five kids.