Boston College Workforce Roundtable  
Fall Meeting  
September 28-30, 2016

**Speaker Biographies**

**Iris Bohnet**  
*Professor of Public Policy at Harvard Kennedy School*

Iris Bohnet, Ph.D., Professor of Public Policy, is a behavioral economist at Harvard Kennedy School, combining insights from economics and psychology to improve decision-making in organizations and society, often with a gender or cross-cultural perspective. Her most recent research examines behavioral design to de-bias how we live, learn and work. Professor Bohnet is the director of the Kennedy School’s Women and Public Policy Program, the co-chair of the Behavioral Insights Group, an associate director of the Harvard Decision Science Laboratory, and the faculty chair of the executive program “Global Leadership and Public Policy for the 21st Century” for the World Economic Forum’s Young Global Leaders.

**Melissa Carr-Anzelc**  
*Manager, Inclusion, Deloitte*

Melissa works in Deloitte's Inclusion Center of Excellence focused on driving a culture of well-being. Melissa has over 15 years of professional services experience beginning her career in Deloitte Consulting's Human Capital service line working as a Senior Manager prior to joining the Deloitte Talent team in 2012.

**Judi Casey**  
*WorkLife Consultant*

Judi Casey is currently a WorkLife consultant. Her writing projects focus on topics related to the work-family arena and inform various audiences - corporate practitioners, policy makers, academics and interested others. She was the Founding Director of the Work and Family Researchers Network (WFRN) from November 2010 until October 2014, and was instrumental in transitioning the former Sloan Work and Family Research Network to the WFRN. She successfully moved the WFRN from a Foundation-funded project to a sustainable business model.

**Nancy Costikyan**  
*Director, Office of Work/Life, Harvard University  
Teaching Associate in Psychiatry, Harvard Medical School*

Nancy supports Harvard’s recruitment and retention of a high performing workforce and the wellbeing of a diverse community of staff and scholars. She contributes to the development of Harvard’s workplace policies, strategy and special initiatives, and she administers a suite of work/life programs focusing on mental health, dependent care, faculty support, underserved populations, workplace flexibility, employee wellbeing and mindfulness practice.
Aoife Flood  
_Senior Manager, PriceWaterhouseCoopers International Limited_

Based in Dublin, Ireland, Aoife Flood is Senior Manager of PwC’s Global Diversity & Inclusion Programme Office with responsibility for the development and implementation of a network-wide global Diversity & Inclusion strategy. Aoife is a proud PwC female millennial and lead researcher and author of PwC’s ‘Modern mobility: Moving women with purpose’, ‘The female millennial: A new era of talent’ and ‘Next Generation Diversity: Developing tomorrow’s female leaders’ thought leadership publications. Aoife also co-authors the PwC Gender Agenda blog. Aoife has a degree in Business Studies from Dublin Business School and an Executive Masters in Human Resource Strategies from Dublin City University.

Maryella Gockel  
_Americas Flexibility Strategy Leader, EY_

Maryella Gockel is EY’s Americas Flexibility Leader and a member of the Inclusiveness Center of Excellence. In this role, she is focused on embedding a sustainable inclusive and flexible culture to enable EY professionals to achieve their potential and build a better working world. Maryella also leads EY’s global Workplace of the Future initiative for Talent, focused on the future of work. Maryella was part of the team who brought paid parental leave to EY in 2002 and EY’s recent gender neutral parental leave that continues to create the EY culture that supports families. Maryella joined EY in 1980 after completing her M.B.A. in accounting from Rutgers Graduate School of Management.

Deborah Gorhan  
_Americas Manager, Wellness and Health Promotion, Johnson & Johnson_

Deb Gorhan is a strategic health promotion professional with a focus on creating environments and networks that provide opportunities for individuals and organizations to adopt and sustain healthy lifestyles. As Manager of Wellness & Health Promotion for Johnson & Johnson, she has impacted the lives of employees in the Americas and developed tools and initiatives to support the reach to over 127,000 employees worldwide. She has provided leadership, guidance, support and delivery of health programs and services such as the J&J healthy eating initiative, eatcomplete; Energy for Performance®; the rollout of the Global J&J Tobacco Free Workplace Policy and the global expansion of Healthy & Me™, a mobile digital platform.

Charlie Grantham  
_Founder, Community Design Institute_

Charles Grantham, Ph.D., is a Vietnam combat Veteran having served 8 years in the US Army as a Chief Warrant Officer in the Intelligence Corps. That was followed by successful careers in academia as a Professor and in multinational technology companies as an Executive Director of research and development. Dr. Grantham has published eight books, several dozen technical papers, and is a frequent speaker at international events. He also is a certified Reiki Master/Teacher and Master of Healing Arts. His latest book, “ForeSight 2025,” is a practical guide for leaders and companies on how to navigate the change process to prosper in the coming decade. Currently, he is creating a ‘design lab’ in Tucson, AZ where he pursues his priorities of helping build mindful, purpose directed communities and leaders.
Gail Henderson
Manager of Work-life and Recognition, Deere & Company

At John Deere Health, Gail defines and implements a global culture and strategy for work-life management. In her role, she manages the work-life management steering committee and implementation teams to determine work-life management program and implementation plans for the businesses around the world. Her expertise is utilized by the Team Enrichment Councils and Action Teams on work-life initiatives. Gail has been at Deere & Company for 28 years and has served in a number of positions.

Karen Hewitt
Wellbeing Manager, Raytheon

Karen Hewitt is the Wellbeing Manager at Raytheon overseeing the Wellness, Worklife and EAP programs for Raytheon’s 60,000 global employees. Karen’s undergrad degree is in Food Science and Dietetics but soon realized she didn’t want to work in the clinical world; she wanted to work with employers and their employees. Karen received her MBA and focused on the value of employee’s health and wellbeing to the bottom line to maximize her influence. Her passion is helping people. Karen is married and has 3 grown children; she also is a black belt in Tae Kwon Do and actively teaches and practices in her hometown with her husband in their spare time.

Jacquelyn James
Co-Director, Center on Aging and Work at Boston College
Research Professor, Lynch School of Education at Boston College

Jacquelyn James, Ph.D., is co-director of the Boston College Center on Aging & Work, and a research professor in the Lynch School of Education. Her research has focused on the meaning and experience of work, gender roles and stereotypes, adult development, perceptions of older workers, and emerging retirement issues. She and her colleagues have published numerous articles, opinion pieces, and four edited books. Dr. James is past president of the Society for the Study of Human Development and serves on the editorial board of Research in Human Development. Currently, Dr. James is working to establish an international, multi-disciplinary research network on aging and work.

Shelley MacDermid Wadsworth
Associate Dean, Professor, and Director, Center for Families
Purdue University

Shelley MacDermid Wadsworth began her career at Purdue shortly after receiving an MBA, an M.S., and a Ph.D. in Human Development and Family Studies from Penn State. Over the past 20 years, she has studied differences between small and large workplaces and how adults grow and develop as a result of their work experiences and workplace organizational policies. In 2000, she began to conduct research about and for military families via the Military Family Research Institute. She is a recipient of the Work Life Legacy Award from the Families and Work Institute, a faculty fellow to the Boston College Roundtable, and a fellow at the National Council on Family Relations.
**Jennifer Monnig**  
*Work Practices Innovation Team, Intel*

Jennifer Monnig has led the Work Practice Innovations team at Intel since early 2014, influencing how we interact & get work done at Intel through efforts & experiments spanning recruiting, interviewing, recognition, education, integration, connection, sensing & people movement. Research - both internal & external - & analysis both play a critical role in her team’s work, as does a focus on the Future of Work. Jennifer has been at Intel for 16 years, having joined Intel in 2000 in the HR Graduate Rotation Program. She holds a BA in Economics & Political Science from Albion College, and an MBA from the University of Notre Dame.

**Kimberly Smit**  
*HR Project Manager, Herman Miller, Inc.*

Kimberly Smit has been with Herman Miller for 16 years in a variety of Human Resources roles. She is currently on the HR and Compliance Solutions team which creates and implements employment processes, programs, and solutions that balance the needs and interests of global business, its employees and the law. Current focus and programs include: Flexible Work Arrangements, HR compliance training, exit interview process and analysis, workplace violence prevention, travel security, a hiring and development profile for sales employeesKim received her Bachelor of Business Administration from Grand Valley State University and her Master of Labor Relations and Human Resources from Michigan State University.

**Rosalia Thomas**  
*Director, Diversity and Inclusion, IBM Corporation*

Rosalia Thomas is the Director of Diversity & Inclusion at IBM. Her team is responsible for the development of diversity, inclusion, cultural competency and work-life strategies that fully align with IBM’s business strategies. This is accomplished by working closely with diversity councils, internal and external partners through the formation of collaborative relationships with national, regional and international organizations with the sole purpose of driving IBM’s diversity eminence. Rosalia is a founding Board member of the Women’s Executive Committee for Habitat for Humanity. She graduated from Mercer University with a degree in Management and Marketing and has a MBA from the same university.