Innovative Leadership: Beyond the Familiar Path
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Maximize Your Experience

Before the Annual Symposium

• **Find Out Who is Attending** - Review the attendees listed on our website for the event. The people with whom you will be attending the Annual Symposium are as important as the content. This is an opportunity to meet new people and strengthen your existing relationships. If there are attendees that you don’t see often, reach out to them in advance of the Annual Symposium to reconnect and set aside time to visit with each other.

• **Review the Program** - This program will provide you all the information you need to navigate the Annual Symposium. Set a goal for what you would like to learn at the Annual Symposium and use the program to develop a plan specifically tailored to that goal. Realize that you cannot attend every session in every time slot, so prioritize those from which you will gain the most benefit.

• **Practice Introducing Yourself in One Sentence** - You will be doing this several times throughout the weekend, so think about what you want to tell people about you. Once you have gotten past that first sentence, the conversation will take on a life of its own.

During the Annual Symposium

• **Attend all Sessions and Meals** - Make the most of your time together. It’s easy to skip breakfast or a session, but you’ve then lost the opportunity to meet others in our community.

• **Be Approachable** - While you’re encouraged to share on social media (#2022BlackburnSymposium), don’t have it out if you don’t need it in the moment. You have the opportunity to build relationships based on in-person interaction; don’t let your electronic device create a barrier to that opportunity.

• **Don’t Hesitate to Approach Others** - The Annual Symposium is filled with people hoping to meet and talk with you. You don’t need an excuse to introduce yourself and learn about members of our community and guests. What do you most want to know about other attendees? Be willing to share that information about yourself. We are all connected through the Blackburn Institute’s values, so find out why they are meaningful to those you meet.

• **Bring the Right Gear** - Students, be sure to bring your nametag and portfolio - even a copy or two of your resume, just in case you want to pass along your contact information. Fellows and Advisory Board members, bring your business cards to help connect with colleagues and students throughout the weekend.

• **Ask Questions in the Sessions You Attend** - Don’t be shy about asking questions throughout the weekend. Our speakers and panelists have offered their time and expertise in joining us and welcome your thoughts and questions. Keeping our values in mind, ask questions to learn about their opinions, not debate them.
Maximize Your Experience

- **Connect With the Speakers** - While some of our speakers and panelists are members of the Blackburn community, several are not. Don’t hesitate to introduce yourself, ask questions, and find time for a deeper conversation. If you don’t have the opportunity to connect, make a note to contact them after the event.

- **Share Your Point of View** - Many of the weekend’s activities involve group discussions. As a community, we value a diversity of opinion and that should be reflected in our conversations. Share your opinion and encourage others to do the same.

After the Annual Symposium

- **Share the Information** - Hopefully, you come away from the Annual Symposium inspired to take action. Share with others what you gained during our time together, review session handouts and notes, and engage in dialogue on the issues about which you are passionate. You’ll spread your new knowledge and encourage others to add their perspectives to the conversation.

- **Follow Up** - Take the time to connect with those you met during the Annual Symposium immediately after the weekend. Blackburn Connect (https://blackburn.wisr.io/login/) can be a great resource to reach out to Blackburn members you may have met over the weekend. This will help you better organize your contacts and make it easier for them to remember the context in which you met. Be sure to personalize these notes and provide some information or a memorable moment about your conversation.

- **Connect Your Experiences** - Over time, your experiences with the Blackburn Institute will form an interconnected web of people, knowledge, skills, and experiences. Take the time to reflect on these connections and determine how they can best help you achieve your goals. You will learn that others share your passions and working together can truly change the state.
Community Expectations

Building a Strong Community

Each and every interaction with a Blackburn Student, Fellow, Advisory Board member, or friend of the Institute provides you with a unique opportunity to build your personal brand through positive networking experiences. Be mindful that your behavior reflects not only on yourself, but the Blackburn Institute and The University of Alabama, as well as the state of Alabama.

Broadening Horizons

A primary mission of the Blackburn Institute is developing ethical, broad-thinking leaders. In order to become a leader of this caliber, individuals must be willing to entertain new ideas and expose themselves to new people and experiences.

- Have the courage to not only embrace, but to seek out, new experiences.
- Show empathy and understanding for others in all that you do.
- Tolerate and learn from differing viewpoints.
- Develop a positive attitude towards interacting with people unfamiliar to you.

Professionalism

As a leadership development organization, the Blackburn Institute places a heavy emphasis on professionalism. An ethical leader should exemplify professional ideals and enact them in his or her daily life, but especially during Blackburn-sponsored events.

- Engage in meaningful dialogue with a goal of increasing mutual understanding; never engage in adversarial debate aimed at conquest or victory.
- Respect every individual regardless of class, rank, title, or responsibilities.
- Ask insightful questions in search of knowledge and understanding; never use questioning as a mechanism to trap or discredit someone.

Decorum

Ensure that you always use proper social and professional etiquette at Blackburn-sponsored events and keep in mind any useful tips learned from Blackburn programs.

- Utilize appropriate dining etiquette.
- Maximize networking opportunities.
- Engage in civil discourse and dialogue.
- Ask thoughtful and respectful questions.
- Show respect and courtesy to members of the Blackburn Institute, speakers, invited guests, and others.
Engaging with Questions

The Blackburn community is one in which people approach issues from diverse perspectives, identities, and political ideologies. Each of these is valued in our collective work and helps, in the words of the Blackburn Institute’s mission, “to develop a network of diverse leaders who understand the challenges facing the state of Alabama and the nation and who are committed to serving as agents of positive change.”

Dr. Eve Tuck is an Associate Professor at the Ontario Institute for Studies in Education (OISE), University of Toronto. As part of a Twitter thread (http://twitter.com/tuckeve/status/1141501422611128320) in July 2019, Dr. Tuck offered her perspective on facilitating question and answer sessions in academic settings. Many of the lessons translate to our community and reinforce the Blackburn value of “facilitating a diversity of opinion.” Consistent with our general community expectations of broadening horizons, professionalism, and decorum, she provides tips for engaging in questions.

First, Dr. Tuck points out that we can sometimes enter discussions from a negative perspective. "People don't always bring their best selves to the Q & A—people can act out their own discomfort about the approach or the topic of the talk. We need to do better.” Her approach is to "make it clear that it is the audience's responsibility to help craft a positive public speaking experience" for all participants, particularly when the groups are of mixed age or experience. "I tell the audience to help keep the good experience going" after a lecture and to ask questions that promote understanding, not conquest.

"Right after I am finished talking or all the panelists have shared their papers, I invite the audience to take 5-10 minutes to talk to each other." This time allows participants to process their thoughts from the session with someone else and prevents the first question coming from someone who urgently feels the need to talk. This time for a "peer review" of questions sets the expectation that participants’ are thoughtful about the quality of their questions, as well as considering whether the questions need to be asked at all.

While this time is not available in all sessions, attendees are asked to use the time between the keynote lecture and the private question and answer sessions with the speaker to discuss potential questions with another community member. Dr. Tuck offers four suggestions when considering posing a question:

1. "[M]ake sure it is really a question";
2. "[M]ake sure [you] aren't actually trying to say that [YOU] should have" delivered the lecture;
3. "[F]igure out if the question needs to be posed and answered in front of everyone"; and
4. "I remind the audience that the speaker has just done a lot of work, so they should figure out if their question is asking the speaker to do work that really the question-asker should do."

To these suggestions, the Blackburn Institute adds an additional question. Is this question being asked in a manner consistent with our value of "facilitating a diversity of opinion" and our general community expectations? All community members - students, Fellows, Advisory Board members, Blackburn Society members, and guests - are asked to be mindful of these suggestions.
The University of Alabama Student Center

Maps and Directions
The university’s website provides a campus map, including The University of Alabama Student Center (http://bit.ly/UAFergusonCenter), with the option for point-to-point directions. The Student Center is located at 751 Campus Drive West, Tuscaloosa, AL 35487.

Friday Parking
Due to heavy traffic on campus during the event, Friday attendees are provided free parking in the Student Center Parking Deck. To access the deck, guests may use code 4397# to both enter and exit the parking deck.

Saturday Parking
Attendees may park for free in the Faculty/Staff "F/S Green Decal" surface lot or the Student Center Parking Deck using the same code from the previous day.

ADA accessible parking is available on both Friday and Saturday in the circular lot to the southeast of the Student Center on 7th Avenue. For more information on visitor parking, visit http://bamaparking.ua.edu/visitor-information or call the Transportation Services Office at 205-348-5741.
Hotel Information

Embassy Suites by Hilton Downtown Tuscaloosa
2410 University Blvd, Tuscaloosa, AL 35401
Phone: 205-561-2500
https://www.hilton.com/en/hotels/tclrtes-embassy-suites-tuscaloosa-

Directions to Hotel

- **From the East (e.g. Birmingham)**
  Take I-20 W/I-59 S to Exit 71B and merge onto I-359/AL-69 N toward Tuscaloosa. Continue straight onto Lurleen B. Wallace Blvd. through the traffic signals, through downtown Tuscaloosa. Turn right onto University Blvd., and you will see the hotel on the corner. Take an immediate left into the hotel driveway.

- **From the West (e.g. Meridian, MS)**
  Take I-20 E/I-59 N to Exit 71B and merge onto I-359/AL-69 N toward Tuscaloosa. Continue straight onto Lurleen B. Wallace Blvd. through the traffic signals, through downtown Tuscaloosa. Turn right onto University Blvd., and you will see the hotel on the corner. Take an immediate left into the hotel driveway.

- **From the North (e.g. Northport)**
  Continue to US-43 S/Lurleen B. Wallace Blvd. toward Tuscaloosa. Take the first left after the Hugh R. Thomas Bridge (Black Warrior River) onto University Blvd. After the traffic signal, you will see the hotel on the corner. Take an immediate left into the hotel driveway.

- **From the South (e.g. Greensboro)**
  Take AL-69 N toward Tuscaloosa and merge onto I-359/AL-69 N. Continue straight onto Lurleen B. Wallace Blvd. through the traffic signals, through downtown Tuscaloosa. Turn right onto University Blvd., and you will see the hotel on the corner. Take an immediate left into the hotel driveway.
Attire

The Blackburn Institute utilizes a standard dress classification system to help its students and other community members identify appropriate attire for a variety of events. This system provides flexibility for personal style, while ensuring a consistent appearance and level of professionalism. Attire for the Annual Symposium falls within the Business Formal category.

**Business Formal**

- Business-style dress
- Dress with a jacket
- Stockings (optional in summer)
- Heels, low or high
- Business suit
- Matching vest (optional)
- Dress shirt
- Conservative tie
- Dress shoes and dress socks

Students and Fellows are reminded that the Denise and Chandler Root Crimson Career Closet ([http://career.sa.ua.edu/resources/crimson-career-closet](http://career.sa.ua.edu/resources/crimson-career-closet)) houses a variety of clothing that students and alumni can use for business and other job-related purposes.

**Preparing for the Event**

Given the hot and humid weather conditions typical in Alabama in late summer, buildings are typically fully air conditioned. For the comfort of all guests, it is recommended that you bring a light sweater or layer to wear should the venue be too cold for your comfort.

Out of respect for our community and presenters, attendees are asked to silence cell phones and refrain from using them during sessions, as well as limit their use at other times, in order to fully engage with the event and other attendees.
**Activities**

Children are welcomed at all Blackburn activities after 1:30 p.m. Friday, August 26 and all day Saturday, August 27, except for the Advisory Board Meeting, Fellows Reunion, and Fireside Chat. Children are invited to attend breakout sessions and public keynote lectures with their parents.

Parents must care for children during all meals.

Childcare will be available Friday for the Advisory Board Meeting, Opening Reception, breakout sessions, and public keynote lectures for children who are registered for the program by August 12.

**General Information**

- Guests are welcome to use Student Center 2408 as a quiet space at any time throughout the Symposium. A lactation room is also available in Gorgas Library and other University buildings.
- Highchairs will not be available at any of the venues, so attendees are encouraged to bring car seats for infants and toddlers.
- Food may be stored in the Anderson Room (Student Center 3125). A refrigerator/freezer is available in the Anderson Room's kitchen. Car seats may be stored in Student Center 3115.
- The childcare room is setup in Student Center 3114.
Schedule Overview
Advisory Board and Blackburn Society

Friday, August 26

11:00 a.m. . . . Check-In/Advisory Board Meet and Greet . . . . . . . . . . . . . . . . . . . . . Anderson Room (3125)
12:00 p.m. . . . Advisory Board Lunch . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 3104
1:30 p.m. . . . Advisory Board Meeting . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Forum (3700)
4:15 p.m. . . . Check-In/Opening Keynote Speaker: Dr. Mae Jemison . . . . . . . . . . . . . . Theater (Second Floor)
5:30 p.m. . . . Check-In/Opening Reception . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Ballroom (Third Floor)
6:30 p.m. . . . Blackburn Community Dinner . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Ballroom (Third Floor)
9:00 p.m. . . . Late Night Fellows Reunion . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Black Warrior Brewing Co.

Saturday, August 27

8:00 a.m. . . . Check-In/Breakfast . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Ballroom (Third Floor)
9:00 a.m. . . . Breakout Sessions V, VI, and VII . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 3107, 3111, Forum (3700)
10:15 a.m. . . . Coffee Break . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 3104
10:35 a.m. . . . Breakout Sessions VIII, IX, and X . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 3107, 3108, Forum (3700)
12:00 p.m. . . . Blackburn Community Lunch . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Ballroom (Third Floor)
1:30 p.m. . . . Breakout Sessions XI, XII, and XIII . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 3107, 3108, Forum (3700)
2:30 p.m. . . . Doors Open for Keynote Speaker . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Theater (Second Floor)
3:00 p.m. . . . Closing Speakers: Nick Sellers and Jonathan Porter . . . . . . . . . . . . . . . . . . . . . . . . . . . . Theater (Second Floor)
4:30 p.m. . . . Fireside Chat with Closing Speakers . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Great Hall (Second Floor)
**Schedule Overview**

### Fellows

**Friday, August 26**

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<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>1:30 p.m.</td>
<td>Online Breakout Sessions I and II</td>
<td>Zoom (Simulcast-3108/3111)</td>
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<tr>
<td>2:45 p.m.</td>
<td>Online Breakout Sessions III and IV</td>
<td>Zoom (Simulcast-3108/3111)</td>
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<tr>
<td>4:15 p.m.</td>
<td>Check-In/Opening Keynote Speaker: Dr. Mae Jemison</td>
<td>Theater (Second Floor)</td>
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<tr>
<td>5:30 p.m.</td>
<td>Check-In/Opening Reception</td>
<td>Ballroom (Third Floor)</td>
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<td>Breakout Sessions V, VI, and VII</td>
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<tr>
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<td>Coffee Break</td>
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<td>12:00 p.m.</td>
<td>Blackburn Community Lunch</td>
<td>Ballroom (Third Floor)</td>
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<td>1:30 p.m.</td>
<td>Breakout Sessions XI, XII, and XIII</td>
<td>3107, 3108, Forum (3700)</td>
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<td>Theater (Second Floor)</td>
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<tr>
<td>4:30 p.m.</td>
<td>Fireside Chat with Closing Speakers</td>
<td>Great Hall (Second Floor)</td>
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Schedule Overview
Students

Friday, August 26

1:30 p.m. . . . Online Breakout Sessions I and II . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Zoom (Simulcast-3108/3111)
2:45 p.m. . . . Online Breakout Sessions III and IV . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Zoom (Simulcast-3108/3111)
4:15 p.m. . . . Check-In/Opening Keynote Speaker: Dr. Mae Jemison . . . . . . . . . . . . . Theater (Second Floor)
5:30 p.m. . . . Check-In/Opening Reception . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Ballroom (Third Floor)
6:30 p.m. . . . Blackburn Community Dinner . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Ballroom (Third Floor)

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4:30 p.m. . . . Fireside Chat with Closing Speakers . . . . . . . . . . . . . . . . . . . . . . . . . . . Great Hall (Second Floor)
5:45 p.m. . . . Student Reflections . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 3104, Forum (3700)
Advisory Board and Blackburn Society

11:00 - 11:50 a.m. Advisory Board Check-In and Meet and Greet
Student Center 3125 (Anderson Room)

12:00 - 1:15 p.m. Advisory Board Lunch
Student Center 3104

1:30 - 3:45 p.m. Advisory Board Meeting
Student Center 3700 (Forum)

Fellows and Students

1:30 - 2:30 p.m. Time Block 1 - Online Sessions

I. More Money, More Mission-Fundraising as A Driving Force for Change
Zoom/Student Center 3108
Call to Action

Philanthropy, development, advancement, fundraising... it has many names, but at the end of the day it’s about connecting people with capacity and interest with people and programs driving change in the community. This often overlooked area of leadership in the community, political, nonprofit and academic worlds is a way many Blackburn community members have found as a way to drive the innovation and change in their community. This sessions will give you an opportunity to hear from a few fundraising professionals about how this has been part of their journey to fulfill the mission of the Institute.

Co-Presenter: Mrs. Christian N. Smith (Blackburn Advisory Board Member and Fellow) - Senior Director of Development, UAB Heersink School of Medicine Advancement Team
Christian is a native of Trussville, AL. Christian is a two-time graduate of the University of Alabama with a Bachelor of Arts in Communication & Information Sciences and a Master of Public Administration. Christian is currently Senior Director of Development for the UAB Heersink School of Medicine Advancement Team. In this role she works to identify and cultivate relationships to secure major gifts for UAB to advance medical care, training and research at the institution. Prior to that Christian worked for the YWCA Central Alabama in development and communications raising critical dollars to support the organization’s mission of empowering women and eliminating racism, through programs like the Woodlawn neighborhood revitalization effort. Christian serves as the Immediate Past President of Association of Fundraising Professionals, Alabama Chapter and as an Advisory Board Member of the Blackburn Institute at the University of Alabama. Christian, her husband and daughter live in Trussville, AL.
Co-Presenter: Mr. Bob Boylan (Blackburn Fellow) - Vice President of Annual Campaign, United Way
Bob graduated cum laude in May of 2007 with a B.S. in Secondary Education. Immediately after college Bob served in the Americorps VISTA program for 3 years, with his final year serving as a VISTA Leader. Bob then worked with Hands on Birmingham, a program of the United Way of Central Alabama, as the County Outreach Coordinator where he helped to expand Hands On Birmingham’s programming to Blount, Shelby, St. Clair, and Walker Counties. He then transitioned to the United Way’s campaign department as a Relationship Manager, served as a Director of the Annual Campaign and now serves as the VP of Annual Campaign helping to raise over 36 million dollars annually for Central Alabama. He is an active member of St. Luke's Episcopal Church as well as the Episcopal Diocese. At St. Luke's he has been on the church vestry as well as the outreach committee. For the Diocese he serves on the Department of Mission Funding and was elected as a Depute to the 80th General Convention of the Episcopal Church which was held this past July. He was awarded the 2019 Ellyn R.S. Grady Non Profit Volunteer of the Year for his years of giving back to local nonprofits. While in college, he was actively involved with Alpha Tau Omega, Circle K, Mortar Board, and assisted with Parent Orientation.

Co-Presenter: Mr. Bradley Davidson (Blackburn Society, Advisory Board Member, and Fellow) - Principal, Boll Weevil Strategies
Bradley Davidson is a native of Selma and holds a B.S. in business (finance) from the University of Alabama, an M.A. in economics from Vanderbilt University, and a graduate certificate in public administration from the University of Virginia. Most of his career has been spent serving as the Executive Director of progressive organizations in Alabama including Empower Alabama, the Alabama Democratic Party, and Conservation Alabama. His political career in Alabama includes stints on the gubernatorial campaigns of Ron Sparks (2010) and Walt Maddox (2018), working for both legislative caucuses, running the day to day operations of the Democratic Party, and the presidential campaign of Mike Bloomberg (2020). Through his consulting firm, he provides services including part-time state and federal compliance and administrative support to federal campaigns, party committees, and political action committees.

II. Transformation through Community Collaborations
Zoom/Student Center 3111
Intergenerational Networking
In many ways, communities are at the heart of what we do as real estate developers, social entrepreneurs, and impact investors. Our Real Estate/Community Development panel consists of industry leaders who will discuss how innovation and collaboration can be the necessary utility to create exponential growth in communities throughout the region.

Moderator: Mr. Reginald McKinley Miller (Blackburn Fellow) - Commercial Real Estate Advisor with Wellington Real Estate Professionals
Reginald brings over 17yrs of Real Estate and Banking experience to the enterprise. He is a Commercial Real Estate Advisor with Wellington Real Estate Professionals serving clients across the region. Reginald is a graduate of The University of Alabama’s Culverhouse College of Business. Consistent with engagement, and collaboration with the Alabama Center for Real Estate, he serves on the REimagined DEI Governance Committee providing a mechanism for oversight, guidance and accountability. As a member of The Division of Community Affairs
Board of Advisors, Reginald seeks to improve the lives of individuals and communities through innovative efforts involving students, faculty and staff. On May 3, 2022, Reginald was installed as Alabama’s State President of The United State’s Minority Contractors Association. The purpose of USMCA is to provide unique professional, educational, technical and consultive services to both the membership and the community at large. Reginald is quickly becoming one of the nations top thought leaders in workforce development, entrepreneurship and innovation within the Real Estate Industry. He is the proud father of two daughters, Skyller and Autumn.

Panelist: Rev. Larry Bullock - President and CEO, U.S. Minority Contractors Association
Rev. Larry S. Bullock was the first African American student admitted to Catawba College in Salisbury, North Carolina where he graduated with a Bachelor of Science Degree [Pre-Law]. His athletic and academic accomplishments led him to Illinois and specifically Chicago where he earned a Master of Public Administration Degree from Roosevelt University and a Master of Divinity Degree from McCormick Theological Seminary on the campus of the University of Chicago, Illinois. In 1978, he was elected as a member to the Illinois House of Representatives and served with distinction for eight years in the state legislature. While there Representative Bullock served on the Appropriations Committee as well as the Banking, Revenue and Labor committees. He sponsored and enacted into law initiatives that made our state a better place, such as legislation for the expansion of McCormick Place, Board membership for CHA Tenant’s, Removal of Sales tax on food and Medicine, permitting branch banking in Illinois, and he chaired the House Governmental Operations Committee. He was also organized Chairman of the First Black Illinois Domestic Summit Conference and has been inducted into The Black History Makers: Political Makers (The National’s Largest African American Video Oral History Collection now housed in the U S Library of Congress). He also received the 2006-2007 SuccessGuide Worldwide Magazine “Top Achievers” Award as a global leader in business networking. He is the Founder, Senior Pastor/Teacher of Living Faith CWC Church in Palatine, IL since October 8, 2000. Rev. Larry Bullock is the Founder and current President of the U.S. Minority Contractors Association (USMCA) headquartered in Illinois and with Chapters in 18 states and expanding. He is the distinguished recipient of scores of national and state awards for outstanding accomplishments and achievements in the public policy, business innovations and in the economic and community development industries. Most importantly, the African American Tribune Newspaper citation for the “Keeper of the Dream Award-2015” is a fitting tribute to the legacy lived by Rev. Larry S. Bullock. Catawba College in Salisbury, NC, Awarded him the “ The Black Alumni Association-Pioneer Award”, November 7, 2020. Reverend Bullock was the first African American student and graduate of Catawba College, Salisbury, North Carolina in 1969. Married to Dr. Gloria Estell Bullock, father of two children and six grandsons, Rev. Bullock cites his family and abiding faith as his proudest lifetime achievements.

Panelist: Mr. Alex Flachsbart (Blackburn Fellow) - Founder and CEO, Opportunity Alabama
Alex Flachsbart is the Founder and CEO of Opportunity Alabama, a new nonprofit corporation dedicated to using Opportunity Zones as a vehicle to transform Alabama’s low-income communities. OPAL’s core mission consists of four activities: educating key stakeholders about the promise (and potential pitfalls) of Opportunity Zones, sourcing project and investor pipelines, facilitating transactions, and - most importantly - collecting and tracking data to determine the program’s efficacy at alleviating poverty. Alex is a native Californian but is a naturalized Alabamian. He holds undergraduate and masters degrees in economics from The University of Alabama and a J.D. from Washington & Lee University School of Law. While at Alabama, Alex founded the BamaBikes Program and SpeakUp Tuscaloosa, a middle-school debate initiative. He won the Sullivan, Ramsey, Alumni Association, and Outstanding Freshman awards, and graduated summa cum laude and Phi Beta Kappa. At Washington & Lee, Alex was a managing editor on the Law Review and
graduated magna cum laude and Order of the Coif. Before law school, Alex spent two years teaching high school math in Lowndes County, Alabama. For the last three years after law school, Alex was an attorney in Balch & Bingham's Birmingham office and specialized in tax credit and economic development-related work.

Panelist: Mr. Micheal German - Principal, Broadview America LLC
Michael German led the U.S. Department of Housing and Urban Development Georgia Field Office and previously was director for the State of Alabama. German served as HUD’s liaison to mayors, city managers, elected representatives, state and local officials, congressional delegations, trade associations, the business community, nonprofit groups, private entities, faith-based groups, other stakeholders and individual Americans. He was responsible for overseeing the delivery of over $6 billion of HUD programs and services to communities and individuals, as well as, evaluating their efficiency and effectiveness. Mr. German's career in public service includes work in both federal and local governments. As Regional Coordinator of the U.S. Interagency Council on Homelessness, he had been a key to its success. From 1972 to 1997, he managed more than 20 federal agencies as Individual Assistance Officer with FEMA. He served as District Manager for Congressman John Lewis, assisting top-level executives, elected officials, community leaders, and public interest groups. As Deputy Director of Intergovernmental and Legislative Affairs for the Atlanta Housing Authority, he was responsible for the development and implementation of strategic planning, public affairs, and legislative initiatives. He was director of Atlanta Mayor Maynard Jackson's Office of Grants Development for the City of Atlanta, engaging federal, state, and private funders. He is a graduate of Alabama State University and has completed studies at the John F. Kennedy School of Government Executive Program at Harvard University. He is also a graduate of Leadership Atlanta and Leadership Birmingham.

2:45 - 3:45 p.m.  Time Block 2

III. Old Problems and Getting Older: Age Discrimination in Alabama Prisons
Zoom/3108
Call to Action

One out of every four people incarcerated in Alabama's state prisons are aged 50 or older. Even though people over 50 are the least likely to reoffend and the most expensive to incarcerate, the proportion of people in Alabama's prisons who are over 50 has more than doubled since 2005 and continues to grow. Left unaddressed, this transformation in the demographics of incarcerated people in Alabama promises to be costly and to exacerbate many of the existing problems in our prisons. Hear from a formerly incarcerated community leader over age 50 who understands this impact from the inside, as well as policy experts and decision-makers who are crafting solutions.

Co-Presenter: Ms. Carla Crowder - Executive Director, Alabama Appleseed Center for Law and Justice
Carla Crowder is the Executive Director of Alabama Appleseed, where she serves as the organization’s chief strategic officer and voice for its mission, vision, values, and programs. A native Alabamian and graduate of the University of Alabama School of Law, Carla brings more than 30 years of experience, both as a journalist and attorney, in public policy research, advocacy, and litigation. As a civil rights lawyer for the last decade, she has challenged mass incarceration and excessive punishment in Alabama and won release for six men originally sentenced to die in prison. Carla leads Appleseed’s reform agenda centered at the intersection of poverty and the criminal justice system. She is a frequent speaker on the human rights crisis in Alabama prisons and
has contributed to statewide and national publications on the topic. Prior to joining Appleseed, she served as Program and Policy Director at The Women’s Fund of Greater Birmingham and was a staff attorney at the Equal Justice Initiative. Carla's work as a newspaper reporter earned multiple awards including the Thurgood Marshall Award from the Death Penalty Information Center. She has twice been nominated for the Pulitzer Prize. A native of Florence, Alabama, Carla earned a B.A. in English and History from Huntingdon College in Montgomery. In 2009, she earned a J.D. from the University of Alabama School of Law with a certificate in Public Interest Law.

Co-Presenter: Mr. Ron McKeithen - Re-entry Coordinator and Advocate, Alabama Appleseed Center for Law and Justice
Ronald McKeithen is a formerly incarcerated artist, advocate, and writer. He serves as Re-entry Coordinator and Advocate at Alabama Appleseed. Ronald’s work is focused on assisting Appleseed clients as they transition from incarceration to lives of freedom. Additionally, he speaks widely about the experiences of long-term incarceration in Alabama’s prisons and the need for criminal justice reform to address the injustices he has experienced first hand. Ronald spent 37 years in Alabama’s prisons under the Habitual Felony Offender Act based on a robbery conviction at the age of 19. He used his time in prison to increase his education, become a barber, mentor others, and create meaningful connections with professors, journalists, and volunteers in the prisons. Ronald was freed in December 2020 after being represented by Appleseed. Since then, his artwork has been featured in three art shows. He lives in Birmingham, where he works at Appleseed and is active with the Offender Alumni Association. More about Ronald, including artwork and writing, can be found on his website: RonaldMcKeithen.com.

Co-Presenter: Mr. Dana Sweeney - (Blackburn Fellow) - Statewide Organizer, Alabama Appleseed Center for Law and Justice
Dana Sweeney is a statewide organizer for Alabama Appleseed. He travels all across Alabama sharing our research, building relationships, and connecting people with opportunities to take action as we fight for a better future. Prior to joining Alabama Appleseed, Dana worked as a Vote Everywhere Ambassador for The Andrew Goodman Foundation. While working in that capacity, he was selected as a recipient of the 2017 Hidden Heroes Award for leading a successful campaign to eliminate a $60 fee being imposed on thousands of students who wished to vote via absentee ballot at The University of Alabama. Dana graduated from The University of Alabama with a B.A. in English in May 2017. While attending school, Dana served as a White House Associate in President Barack Obama’s Office of Correspondence, studied public policy as a PPIA Fellow at Princeton University, and was selected as a Truman Scholar. He has lived in Alabama for his entire adult life and dreams of making this the Sweet Home that we all deserve.
IV. Professional Leadership Coaching: What It Is and Isn't
Zoom/Student Center 3111
Leadership Track

The Blackburn Institute is proud to announce a new professional Leadership Coaching Program designed for our students and Fellows. In this session, ICF certified coaches, Ms. Dennise Stricklin and Dr. Gary Harrelson, will share how this one-on-one coaching program can move you from feeling stuck to building the practical skills you need to become a more effective leader. This is an opportunity to engage directly with our coaches before diving into the programming this fall. We encourage everyone from the Blackburn community to take advantage of this new program, which is why coaching will be made available through Zoom for those who cannot be in Tuscaloosa to receive in-person training.

Co-Presenter: Ms. Alicia Dennise Stricklin - Manager of Organizational Development & Education, DCH Health System

Dennise is Manager of Organizational Development & Education for DCH Health System in Tuscaloosa, Alabama. She has worked with leaders for more than 28 years. Her desire is to support leaders and teams as they strive to create positive, constructive change within groups and as individuals. Her personal motto is: "I am a catalyst that supports others to achieve their own magnificence." This statement acknowledges her personal and professional desire to be a servant to others and highlights the greatness that lies within each individual. Her roles of spouse, mother, grandmother, sister, daughter, friend, neighbor, mentor, teacher, and coach are all supported by her mission statement. Dennise holds a master's degree in education with a focus on adult learning. She is a graduate of the International Gestalt Coaching Program and has been functioning in the role of internal coach for 22 years and has been credentialed by the International Coach Federation for 12 years as a professional certified coach (PCC). She is excited about the opportunity to use her knowledge and skills to support fellows and student of the Blackburn Institute identify and achieve their individual leadership objectives.

Co-Presenter: Dr. Gary Harrelson - Director of the Department of Organizational Development and Education, DCH Health System

Dr. Harrelson is currently the Director of the Department of Organizational Development and Education for DCH Health System in Tuscaloosa, AL. Gary is a teacher, coach, and writer. He works with leaders to heighten their awareness of their impact on others and help them acquire the leadership skills necessary to embody their best selves to be the leader they aspire to be. As an Organizational Development practitioner for over 25 years, Gary’s expertise includes: leadership development, change management, strategic planning, group facilitation, team building, and designing and delivering engaging, interactive training programs. Dr. Harrelson also has an extensive clinical background as an Athletic Trainer and educational experience in secondary education, higher education, and adult learning. His early career was in sports medicine/athletic training. He published numerous articles, made many state, regional, national, and international presentations, and co-authored several books and multi-media projects. Gary holds a B.S., M.S., and Ed.D., all from the University of Southern Mississippi. In addition, Gary is certified by the International Coaching Federation (ICF) as a Professional Certified Coach (PCC). He graduated from the Gestalt Organizational System Design program, International Coaching program, and Becoming a Better Intervener program. Gary is an avid mountain biker, hiker, and reader. He is married to his wife Lisa, of 34 years, and they have one son who serves in the United States Navy.
Public Invitation

3:45-4:15 p.m.  Doors Open and Check-In

4:15-5:30 p.m.  Opening Keynote Speaker  
Dr. Mae Jemison  
Student Center Theater  
Open to the Public

The purpose of the Gloria and John L. Blackburn Academic Symposium is to present current knowledge, theory, and practice concerning a variety of issues related to economic, political, and quality-of-life issues facing Alabama and the nation and to encourage open discussion of the symposium topics.

Dr. Mae C. Jemison leads 100 Year Starship (100YSS), a bold, far reaching nonprofit initiative to assure the capabilities exist for human travel beyond our solar system to another star within the next 100 years. Jemison is building a multi-faceted global community to foster the cultural, scientific, social and technical commitment, support and financial framework to accomplish the 100YSS vision-An Inclusive, Audacious Journey (that) Transforms Life Here on Earth and Beyond. 100YSS programs include: Annual public conference NEXUS- Pathway to the Stars: Footprints on Earth; the Canopus Awards for Excellence in Interstellar Writing; the 100YSS Crucibles- Invitation only, transdisciplinary workshops to generate new disciplines to disrupt technological and systemic hurdles; and 100YSS True Books to engage elementary students. The 100YSS Way Research Institute seeks to generate the radical leaps that accelerate knowledge, technology, design, and thinking not just for space travel, but to enhance life on Earth. Jemison led the team that won the competitive, single awardee seed funding grant in February 2012 from premiere research agency DARPA.

Jemison, the first woman of color in the world to go into space, served six years as a NASA astronaut. Aboard the Space Shuttle Endeavour, STS-47 Spacelab J mission in September 1992, she performed experiments in material science, life sciences and human adaptation to weightlessness. Jemison started The Jemison Group, Inc. (JG) a technology consulting firm integrating critical socio-cultural issues into the design of engineering and science projects, such as satellite technology for health care delivery and solar dish Stirling engine electricity in developing countries. JG researches and develops stand-alone science and technology companies. BioSentient Corporation, a medical devices and services company focused on improving health and human performance is such a company. An Environmental Studies professor at Dartmouth College, Jemison worked on sustainable development and technology design particularly for the developing world. Before joining NASA she was the Area Peace Corps Medical Officer for Sierra Leone and Liberia and a general practice physician in Los Angeles. In 1994 Jemison founded the international science camp The Earth We Share” (TEWS) for 12-16 year old students from around the world, a program of the non-profit Dorothy Jemison Foundation for Excellence (DJF). From 2011 to 2014, DJF held TEWS-Space Race in collaboration with the Los Angeles Unified School District training hundreds of middle school teachers in experiential science education and over thousands of middle school students. Other foundation programs include Reality Leads
Friday, August 26

Fantasy—Celebrating Women of Color in Flight that highlighted women in aviation and space from around the world. EXPO Inspire is a hands-on public STEM fair. LOOK UP™ announced in September 2017 an international movement to galvanize people worldwide, on a single day, to acknowledge that we are Earthlings. Jemison is Bayer Corporation USA’s national science literacy ambassador. She is one of the series hosts for National Geographic’s “One Strange Rock” and space operations advisor for its global miniseries MARS. Jemison is a member of the U.S. National Academy of Medicine and is on the boards of directors of Kimberly–Clark, the National Board of Professional Teaching Standards and the Texas Medical Center. She was the Founding Chair of the Texas state Product Development and Small Business Incubator Board, Chair the Texas State Biotechnology and Life Sciences Industry Cluster, Chair of the Greater Houston Partnership Disaster Planning and Recovery Task Force, and served on the board of Scholastic, Inc. and Valspar Corporation. Jemison is an inductee of the National Women’s Hall of Fame, the National Medical Association Hall of Fame and Texas Science Hall of Fame, International Space Hall of Fame as well as a recipient of the National Organization for Women’s Intrepid Award, The Kilby Science Award and National Association of Corporate Directors’ Directorship 100 most influential people in the boardroom in 2014, Honorary member of Alpha Kappa Alpha Sorority and the New York Academy of Sciences, among many honors. She was a featured panelist on the CNBC special “The Business of Science” (9/2011) and was one of the teachers on “The Dream School.” Jemison is an author including Find Where the Wind Goes: Moments from My Life True Books series on space exploration. She was the first real astronaut to appear on Star Trek TV series and is a LEGO figurine in the LEGO Women of NASA kit.

B.S., Chemical Engineering; Fulfilled requirements A.B., African and Afro-American Studies-Stanford University M.D., Cornell University.

Full Blackburn Community

5:30 - 6:30 p.m.      Opening Beer and Wine Reception and Check-In
                       Student Center Heritage Room/Ballroom

6:30 - 8:15 p.m.      Full Community Dinner
                       Student Center Ballroom

Blackburn Society, Advisory Board members, Fellows, students, and staff will share a meal. The dinner program will feature the inaugural award from the Howell Heflin Fellows Program.

Fellows, Advisory Board, and Blackburn Society

9:00 - 11:59 p.m.     Late Night Fellows Reunion Activities
                       Black Warrior Brewing Company

All Fellows, Advisory Board, and Blackburn Society members are invited to gather with the 2017, 2012, and 2002 Blackburn classes as they celebrate their 5, 10, and 20 year anniversaries with the Institute. Along with sharing laughs and great memories, attendees will find snacks and a cash bar.
Full Blackburn Community

8:00 - 8:45 a.m.  Breakfast with Mimosas and Check-In
Student Center Ballroom

Those not attending Friday’s events will have an opportunity to check-in Saturday morning, receive a printed symposium program and nametag, and enjoy breakfast with other attendees.

9:00 - 10:15 a.m.  Time Block 3

V. Entrepreneurship and Health Care Technology
Student Center 3107
Entrepreneurship Track

The American Medical Association is recognizing the impact of software based medical solutions and is proactively working to design coding and pathways for entry of AI driven medical devices. The Multifunction Cardiogram is one such device. While the device and its software are highly advanced and technical, its application is not. In just under ten minutes, a patient can be tested in a non-invasive way, in clinic, with real time test results. Under the current model, patients are typically seen in a primary care setting then referred to a specialist. This generates additional burdens of time, travel costs, missed work, childcare considerations, and a host of other practical problems that can be avoided. Moreover, when compared to other diagnostic modalities, MCG is exceptionally accurate and reliable, surpassing many established clinical techniques in both sensitivity and specificity. In addition, MCG is capable of accurately detecting coronary artery disease at earlier stages (<70% lumen encroachment), exceeding the capabilities of other techniques and allowing earlier intervention at stages where coronary artery disease may be controlled by lifestyle changes or medication. We now have a simple and reliable test to help patient before they are in advanced disease states. The utilization of this device will save time, money, and lives. Introducing technology into the current medical model indeed has its challenges. Creating awareness is the key to success. As an entrepreneur, you have to be willing to take the risk of deploying valuable resources to your mission...time, money, personnel.

Co-Presenter: Eule Glenn, Jr. (Blackburn Fellow) - Chief Executive Officer, Chairman of the Board, and Co-Founder, Heart Care Corp.

Eule Glenn holds the position of Chief Executive Officer, Chairman of the Board, and co-founder of Heart Care Corp. Early in his career in the insurance industry, Eule was recognized as a natural leader and began managing teams at the district level. His career in medical sales ensued in 2006 with Eli Lilly and Company. Since then, he has worked in sales management and business development in the rehab industry, and as the VP of Business Development in start-up medical device sales. He is also the owner Glenn Properties and Development, LLC and Surface Experts of Chattanooga. Eule is a 1997 graduate of the University of Alabama where he received his bachelor’s degree with a double major in Political Science and History. When not working, you can find him rooting for the Crimson Tide or trying to make another elusive birdie on the golf course. He and his family reside just outside of Chattanooga, TN.
VI. Non-Traditional Partnerships - A New Way to Support Education Outside of the Classroom

Student Center 3111
Education Track

This session will give attendees the opportunity to hear a panel of educators and community leaders discuss non-traditional ways to support public education, while still focusing on the keeping service at the core of what they are trying to accomplish. Panelists will provide sustainable practices to support public schools in non-traditional ways.

Moderator: Ms. Nancy Boyd (Blackburn Fellow) - Director of Youth Development, Britton Branch YMCA

Nancy Boyd is the Director of Youth Development for the Britton Branch of the YMCA of Greater Montgomery. The home of Alabama Youth In Government, Conference on National Affairs (CONA), and the Christian Values Conference (CVC). She is a native of Montgomery, Alabama. A three time graduate of the University of Alabama (History- B.A. ’01, Sports Management-M.A. ’07, Library and Information Science- M. S. ’16). Ms. Boyd is a Blackburn Alumni Fellow who enjoys supporting education and non-profit initiatives. She has a fourteen year old daughter, Jordan, and two cane corso pitbulls- Saban and Winter.

Panelist: Ms. Brandy Johnson - City Clerk, City of Tuscaloosa

Brandy Johnson joined the City of Tuscaloosa in the 2015 as an intern for the City Council and City Clerk offices. In November of 2016, she moved to the Office of the City Attorney and spent her time there until she took on her new role of City Clerk in 2021. Brandy comes from a military family with one older brother, 1 twin brother and 1 younger sister. After graduating high school in Louisiana, she went on to graduate from the University of Alabama with a Bachelor of Science in Human Environmental Science. She is working on obtaining her
Municipal Clerk certification. Brandy just recently celebrated her second year of marriage with her husband Ashton. In January of 2022, she welcomed her first child, a baby boy named Braylon.

Panelist: Dr. Monte Linebarger - Director of Elementary Instruction, Huntsville City Schools
Dr. Monte Linebarger is more commonly known as the The Champion Principal. He has 20 years of educational experience. Monte has served as a teacher and coach on the middle school and high school levels. His educational experience includes Teacher, Assistant Principal, Elementary Principal, and the Elementary Director of Instruction. His awards include “Teacher of the Year” at Martin Luther King, Jr. High for the Dekalb County School District in 2007, Boy Scouts District Award of Merit, Community Partner of the Year 2014, Special Education Principal of the Year 2014, ZEST KIDS Honoree 2015, and Black History Honoree by the Mayor Walt Maddox in 2017. He is a 2019 graduate of the University of Alabama Superintendents Academy. Dr. Linebarger has served on the Board of Directors for the Easter Seals and served as the AAESA District III President of the Council for Leaders in Alabama Schools. He is currently the Elementary Director of Instruction for the Huntsville City Schools. In addition, Monte is a mentor, public speaker, and educational consultant. Dr. Linebarger is an active member of the Kappa Alpha Psi Fraternity, Inc. and mentor for the fraternity’s Guide Right Mentor initiative for young men. His enthusiasm, Real Talk Approach, and encouraging presentations are the fuel that ignites teachers, students, and administrators. Monte began his public speaking career on the national level at the ASCD conference in 2014. He had the honor to present his research at the ASCD Convention in 2014 to educators from all across the country. The presentation was titled I am Different, Why Black Boys Fight. In addition, he is the author of Blueprint of a Master Teacher. The book is a framework to dealing with ethics, leadership, and classroom management. Dr. Linebarger work is based on the quote summarized from the work of the great Frederick Douglas, "It’s easier to build strong children than to repair broken men”.

Panelist: Mrs. Alice Novak - Former Curator of Education, Montgomery Museum of Fine Arts
A resident of Auburn, Alice Novak is currently leading a children’s book program for high school students called, That Could be ME! Journeys to STEM Careers. Made possible by the Foundation for the Art and Science of Learning and offered in conjunction with Montgomery Public Library, That Could be ME! is comprised of young authors and illustrators, along with teachers and librarians, from Montgomery Public Schools and Butler County Schools. The students are working together to create books about members of underrepresented groups in STEM professions. Alice’s background is in museum education, classroom teaching, art history, and design-related work. She believes in the power of school partnerships with library and museum spaces to encourage student expression and introduce inquiry-driven, project-based, experiential learning.

VII. Realities of Solar Generation
Student Center 3700 (Forum)
Burt Jones Preview

A look into the realities of solar generation and how electric utility cooperatives are utilizing solar generation while maintaining competitively priced, reliable energy to their member-consumers. This session features a representative from PowerSouth Energy Cooperative in Andalusia, a stop Blackburn students will make later this fall during the 2022 Burt Jones Rural Community Experience, as we travel to Butler, Conecuh, Covington, and Lowndes Counties.
Presenter: Mr. George L. Patterson - Supervisor of Analytical Studies, Power South Energy Cooperative

George Patterson is the Supervisor of Analytical Studies within Bulk Power Services at PowerSouth Energy Cooperative. George has assisted PowerSouth Energy Cooperative in understanding and adding solar generation to its electrical generation mix to benefit the member-consumers they serve. He holds both Bachelor's and Master's degrees in Operations Management from the Culverhouse College of Business at The University of Alabama. In addition, George taught as an adjunct instructor of Operations Management for seven years at the University. Currently, George is working to complete his Executive MBA through The University of North Alabama.

10:15 - 10:35 a.m. Coffee Break
Student Center 3104

10:35 - 11:50 a.m. Time Block 4

VIII. High-Flyers: How Innovative Leadership Can Drive Success in Alabama Schools
Student Center 3700 (Forum)
Diversity of Opinion/Education Track

A recent series by AL.com's Education Lab showed that high-flyers (successful, high-poverty schools) in Alabama have a few things in common: They know how to use data well, they are good at building community, and they have strong and innovative leaders. This panel with Alabama school leaders will include a discussion on their leadership styles and how they’ve improved student achievement in high-poverty schools and districts in Alabama, followed by a Q&A.

Moderator: Ms. Trisha Powell-Crain - Education Reporter, Alabama Media Group

Trisha Powell Crain is the senior education reporter for Alabama Education Lab at Alabama Media Group, known as AL.com. She covers a range of topics from what happens at state board meetings to how kids learn to what the latest round of data says about student outcomes. Alongside her team at Ed Lab, she aims to create meaningful dialogue about how education impacts children and how to make sure every child reaches his or her potential. Crain has spent 20-plus years advocating for children’s educational needs on multiple levels. Her work has appeared in local, state and national publications, online and in print. Crain has three adult children and lives in Hoover in the house in which she grew up. She graduated with a Master of Public Administration from the University of Alabama at Birmingham in May of 2013.

Panelist: Mrs. Becky Birdsong - Superintendent, Geneva County Schools

Becky Birdsong has been Superintendent in Geneva County since 2012. She was elected to her third term in 2020. Before serving as superintendent, she was principal at Geneva County Elementary School for 5 years. While serving as superintendent, she has led the district to increase the student achievement scores to go from a C district to an A district. All three elementary schools in her district were recognized as 3 of the top 100 schools in the state to increase their reading scores. Becky has been married to William Birdsong for 27 years and has three children and one granddaughter. She is blessed to work with educators in her district who always put children first.
Panelist: Mr. Josh Weatherly - Principal, Guin Elementary School
Josh Weatherly has been principal for 10 years at Guin Elementary in rural northwestern Alabama, where he previously taught for 10 years. Under Weatherly’s leadership, the school recently earned first-time honors as a 2019 National Blue Ribbon School. It is a 2019 ESEA Network National Title I Distinguished School, recognized for exceptional student performance and academic growth. State testing data showed the school which serves about three in five students who are deemed economically disadvantaged achieved a 75.74% proficiency rate in reading, 82.48% in mathematics, and 70.45% in science in 2019.

Panelist: Dr. Martin Nalls - Head of School, i3 Academy
Dr. Nalls received his Master's Degree in Secondary Education at the University of Montevallo, and his Ed.S. in Education Leadership, and Ed.D. in Educational Leadership from the University of Alabama Birmingham (UAB). As a leader in education, Dr. Nalls has served on several state boards and task forces, including Alabama Association of Secondary School Principals, Council for Leaders in Alabama Schools, Alabama ACT Council, Alabama Association of Middle School Principals. Out of his twenty years in public education, his role as head of school for i3 Academy has been the most rewarding. i3 Academy, a tuition-free public charter school network serving students in kindergarten through seventh grade, opened in 2020 with 420 students and continues to grow as grade levels are added each year. The mission of i3 Academy is to empower learners to become agents of change who solve the problems they see in their world. This is the driving force for Dr. Nalls as he leads his team of top-notch teachers and administrators in offering a world-class educational experience for students in the Woodlawn area and beyond.

IX. Bail Funds: A Grassroots Innovation to Disrupt the Carceral State
Student Center 3108
Call to Action

This session will introduce attendees to organizing at the grassroots level and the strategies developing there, particularly bail funds. The Montgomery Bail Out Fund is an abolitionist mutual aid organization that posts cash bail for folks who can’t afford to pay for their own pre-trial freedom. When a Bail Out recipient attends all their court dates and their case concludes, the court returns the bail money to our fund, so we can use it to bail out the next person. Bail funds are an innovative way to leverage this systemic weakness and disrupt Alabama’s sprawling carceral system, which remains a destructive draw on the state’s limited resources.

Co-Presenter: Mr. Will Tucker (Blackburn Fellow) - Campaigner, Jobs to Move America
Will is a campaigner, researcher and former journalist based in Birmingham, Ala. He currently works for Jobs to Move America, where he recently campaigned for and helped negotiate a groundbreaking Community Benefits Agreement (CBA) between the country’s largest transit bus manufacturer and a coalition of Alabama grassroots organizations. Prior to JMA, he worked for the Southern Poverty Law Center as an investigative reporter. He began his journalism career in Washington, D.C., where he wrote multiple investigative series for the Houston Chronicle. His work in part led to the convictions of a former lawmaker and Congressional staff on federal corruption charges.
Co-Presenter: Ms. Ellen Degnan - Civil Rights Attorney, Southern Poverty Law Center
Ellen is a civil rights lawyer based in Montgomery, Alabama. As an attorney with the Economic Justice Project at the Southern Poverty Law Center, she helps clients, activists, and community organizations build power to fight for racial and economic equity. Her work involves issues related to wealth-based punishment, homelessness, and access to social protection programs. Before practicing law, she worked as a data analyst with Innovations for Poverty Action evaluating the efficacy of anti-poverty interventions in the U.S. and abroad.

X. Social Innovation and Entrepreneurship: Understanding the Movement and its Impact in Alabama
Student Center 3107
Entrepreneurship Track

The Social Innovation and Entrepreneurship fireside chat is intended to inform and connect participants to the dynamic fields of social innovation and social entrepreneurship to showcase the ability to create innovative solutions for local and global communities, in addition to learning about the dynamic initiatives and projects taking place in Alabama.

Co-Presenter: Mr. Isaac McCoy (Blackburn Advisory Board Member) - Dean of the School of Business, Entrepreneurship, and CIS at Stillman College
Isaac McCoy is an educator, professional mentor, and business development executive skilled at navigating the busy intersection of nonprofits, public entities, corporations, and social impact investments. A former White House Appointee in the Obama Administration, leading economic policies and initiatives to support the growth and sustainability of minority-owned businesses, Isaac is the co-founder of the Jamii Group and the i2j Group. The Jamii Group is a social impact and business development firm committed to helping business leaders create greater opportunities for themselves, redefine their competitive edge and impact their company’s triple bottom line: financial, social and environmental, with efficiency and ease. The mission of i2j Group is to buy companies, grow jobs, and build communities to achieve mutual benefit for all where we define success by measuring profit + purpose, which guides how we assess opportunities to build upon the vision, values, and mission of business sellers. Selected by U.S. State Department, Isaac serves as a Global Innovation Fellow. Global Innovation Fellows are emerging entrepreneurs and innovators who are committed to international dialogue that promotes shared economic prosperity and inclusive innovation in and between American and Chinese markets. Dedicated to educating the next generation of business leaders and influencers, Isaac serves as the Dean of the School of Business, Entrepreneurship, and CIS at historic Stillman College. As Dean, his vision and strategy to achieve the School of Business’ goals and objectives focuses on these areas: Entrepreneurship and Innovation, Technology, Accreditation, Fundraising, Globalization, and Civic Engagement and Responsibility.

Co-Presenter: Mr. John Covington (Blackburn Advisory Board Member) - Founder and CEO, Chesapeake Consulting
John is a 1973 chemical engineering graduate of the University of Alabama. He is the founder and CEO of Chesapeake Consulting, a management consulting firm, since 1988. John has written seven books on leadership his most recent “Don’t Do Anything Stupid–A White Man’s Guide to Racial Harmony.” Prior to founding Chesapeake he worked in Industry as an engineer and manufacturing executive. Chesapeake encourages their employees to be active in community affairs and as a company they donate 10% of their company profits to charity. John
Saturday, August 27

is a Distinguished Fellow in the College of Engineering, the Chemical Engineering Department and a Centennial Fellow in Chemical Engineering. He serves on the Deans Leadership Board in the College of Engineering and was past National Chair for the Capstone Engineering Society. He has recently formed the Chesapeake Unity Foundation, a non-profit that will focus on unity among races and assisting those involved with corrections. Chesapeake is currently working on projects with the Tuscaloosa County Sheriff’s department and the jail and also prison re-entry efforts at Bibb County Correctional facility. John is active in his church, and enjoys hiking, and training dogs. He and his wife Linda have been married since 1972.

Co-Presenter: Mr. Deontée (Deon) Gordon - CEO & President, TechBirmingham

Deontée (Deon) Gordon serves as CEO & President of TechBirmingham, the regional technology council for Greater Birmingham. As part of his primary role, he served as Executive Director for TechBirmingham's affiliated 501(c)(3), TechAlabama, which recently launched their signature coding initiative, Ed Farm, in partnership with Apple. Prior to joining TechBirmingham in December 2017, he led as Director of Business Growth for REV Birmingham, a place-based economic development agency. There, in February 2017, Gordon helped lead the launch of REVeal Kitchen, a restaurant incubator designed to offer accessible, proof-of-concept opportunities for aspiring restaurateurs. Three years later, he joined the CEO of Apple, Tim Cook, and other civic leaders to formally announce the formal launch of the Ed Farm. His civic and board engagements include the Birmingham Civil Rights Institute, Alabama Futures Fund, Innovation Depot, TECNA (the Technology Councils of North America), Birmingham Bound, and the Birmingham Business Alliance among others. Gordon was named by the Birmingham Business Journal as a “Top 40 Under 40 for the decade” in 2019 and was selected as one of “Birmingham's Power 60: The Magic City’s Most Influential Executives” in 2020. He is a proud member of the 2019 classes of Leadership Birmingham as well as the 2019 cohort of the Young American Leaders Program (YALP) at Harvard.

12:00 - 1:15 p.m. Blackburn Community Lunch and Check-In
Student Center Ballroom

The second full community meal of the Annual Symposium brings us together for the presentation of the 2022 Don and Barbara "Bobbie" Siegal Endowed Scholarship, Fellow of the Year Award, and Blackburn Society induction.

1:30 - 2:30 p.m. Time Block 5

XI. Conversations Count: Innovation in Early Childhood Education
Student Center 3700 (Forum)
Education Track

90% of a person’s brain develops before they turn five -- and babies need to hear about 21,000 words a day for optimal brain development. Researchers estimate that children who grow up impacted by poverty hear approximately 4 million words less than children who grow up in affluent communities. Birmingham Talks works to address that disparity and increase kindergarten readiness through innovative technology (a "Fitbit for words") and personalized coaching. Come to learn more about the science of brain development and how communities can work together in an innovative way to ensure children have the opportunities they deserve.
Presenter: Ms. Ruth Ann Moss - Executive Director, Birmingham Talks

J. Ruth Ann Moss holds a B.A. from Mississippi College and a Master’s in Education Policy from Samford University. Her passion for education and justice led her to serve as a Teach For America corps member immediately following her college graduation. After four years in the classroom, Ruth Ann joined the staff at Teach For America - Alabama, where she coached new teachers across the state, managed educator certification, and executed large-scale professional development. She was consistently ranked as one of the ten highest performing coaches in the national organization. Ruth Ann shifted to the early childhood education sector in 2019, working alongside Bloomberg Philanthropies and the City of Birmingham to launch Birmingham Talks, where she serves as the Executive Director. In the short time since its inception, Birmingham Talks has served over 1,000 children. Ruth Ann is active in community organizations such as the United Way Early Learning Action Network and the Jefferson County Maternal Health Roundtable and is a member of Alabama Leadership Initiative Class IV.

XII. Leading from Behind: Exercising Leadership as a Follower
Student Center 3107
Leadership Track

Many Blackburn Fellows are not yet in formal leadership positions. Moreover, everyone is subordinated to someone. This session will address the exercise of leadership power and influence when Fellows are subordinates, or followers. The presentation will begin by addressing the virtues of exercising leadership as followers unburdened by the complex demands and accountabilities of formal leadership. Most importantly, it will address what the academic research demonstrates as the most desirable qualities of followers who are indispensable to organizations and poised to become the next formal leaders. The session will close by providing strategies for how followers deal with problematic leaders--micro-managers, bullies, sexual harassers, and unethical bosses.

Presenter: Dr. J. Norman Baldwin (Blackburn Advisory Board Member) - Professor Emeritus, The University of Alabama

J. Norman Baldwin, Professor Emeritus, served as Director of Graduate Studies, Undergraduate Studies, and Master of Public Administration Program in the Department of Political Science at The University of Alabama (UA). He taught courses on how to lead and manage employees for public service and conducted research on differences between government and business, whistleblowing, race- and gender-exclusive organization, and state economic growth. However, he is most well-known for writing on followership. He is the author of three books–Winning at Following: Secrets to Success in Supporting Roles, Ten Lessons and Confessions about College, and The Heart of It: Insights on Virtue, Vice, and Life (under review)--and several dozen academic journal articles. During his career, Baldwin served on 97 university, college, and departmental committees and chaired 32 of them. He was an early and persistent advocate for marginalized groups on campus and as a Faculty Senate President was instrumental in developing a faculty ombuds system and 360-degree evaluation of deans and department chairs. Working with two Blackburn Fellows, he also founded a program that won UA’s Project of the Year Award for placing hundreds of in jobs in a tornado relief effort and led a Senate task force that partnered with Student Affairs to enact 47 unprecedented measures to enhance campus diversity. Arguably UA’s most highly honored faculty member of the 21st century, Professor Baldwin is the only person in the history of UA to win its two most prestigious Premier Awards—the Algernon Sidney Sullivan Award and Morris Mayer Award.
Public Invitation

3:00 - 4:15 p.m.  Closing Keynote Speakers: Mr. Nick Sellers & Mr. Jonathan Porter
Student Center Theater
Open to the UA Community

Meet with leaders from The World Games 2022 as they share insights about this 11-day international competition with over 3,600 athletes in 30+ sports with an estimated economic impact of $256 million to Birmingham. Our speakers will discuss the preparation for this large-scale event with 30,000 international visitors and 350,000 tickets sold, the mobilization of 3,000 volunteers, and the lasting impact on local communities and the state of Alabama.

Nick Sellers joined The World Games 2022 as CEO from Alabama Power, where he most recently served as vice president of the Mobile Division. He has deep sports experience from his time as Director of Operations for the Alabama Sports Foundation, where he was responsible for sponsorships, ticketing and operations plans for large-scale events such as the SEC Baseball Tournament, Arby's Hardwood Classic Invitational and Regions Charity Classic. Sellers also serves on several community boards. Currently, he is the chairman of the Alabama Sports Council, where he works to oversee all ASC events including the Magic City Classic and the Davis Cup Tennis Invitational. Sellers also serves on the Bryant Jordan Scholarship Foundation, the Mobile Industrial Development Board, the Mobile Area Chamber of Commerce and Innovation Portal. After earning his undergraduate from the University of the Pacific in Stockton, California, Sellers went on to earn his juris doctorate from the Birmingham School of Law.

Jonathan Porter, Chairman of the Board for The World Games 2022, is a cum laude graduate of Tuskegee University with a B.S. in business administration, and he received his MBA from the University of Alabama in Birmingham. Porter, who is now the vice president of the Birmingham division for Alabama Power Company, began working full time for the company in 2000 after interning as a customer accounting intern while in college. Porter has been featured on Birmingham Business Journal’s “Top 40 under 40” and “20 leaders for the next 20 years.” He also serves as a member for the board of directors for several organizations, including Jefferson County Economic and Industrial Development Authority and Birmingham Business Alliance.
Full Blackburn Community

4:30 - 5:30 p.m.  Fireside Chat with Closing Speakers  
Student Center Great Hall

Blackburn Students, Fellows, and Advisory Board members, will have an opportunity to meet for a private question and answer session with Mr. Sellers and Mr. Porter following their closing keynote address.

New and Returning Blackburn Students

5:45 - 7:00 p.m.  New Student Reflections  
Student Center 3700 (Forum)

5:45 - 7:00 p.m.  Returning Student Reflections  
Student Center 3104