

## Adapting to the Changing Workplace

# 2022 Speaker Bios



**Michael P. Leiter, PhD  
(Keynote Speaker)**

**Session Type:** Keynote

**Session Title:** Burnout as a Breakdown in Relationships of People at Work

**Speaker Bio:** Dr. Michael P. Leiter is currently an Organizational Psychologist and Consultant for Michael Leiter Consulting and an Adjunct Professor at Acadia University. He is also an Honorary Professor of Organisational Psychology at Deakin University in Melbourne Australia, where he was a Professor from 2016-2020. He previously held the Canada Research Chair in Occupational Health at Acadia University.

He has published widely on job burnout, work engagement, and workplace civility. His recent initiatives have focused on improving the quality of work-life through enhancing the level of civility and respect among colleagues. His intervention work on improving respect and civility at work has demonstrated a close link of improved collegiality with greater engagement with work.

# Workplace Mental Health Conference

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Cynthia Castro Sweet, PhD

**Session Type:** Panel Discussion

**Session Title:** Avoiding the “Great Resignation”--  
What Today’s Employees Expect from Their Workplace

**Speaker Bio:** Cynthia Castro Sweet, PhD, is a Clinical Psychologist and Senior Director of Clinical Research at Modern Health, a digital health platform that provides comprehensive mental health services around the globe. She designs and executes studies that generate evidence of the clinical and economic value of Modern Health's platform, particularly showing the value for employers.



Dyan Jenkins-Ali, MHSA

**Session Type:** Panel Discussion

**Session Title:** Avoiding the “Great Resignation”--  
What Today’s Employees Expect from Their Workplace

**Speaker Bio:** Dyan Jenkins-Ali is a Senior Project Manager for University HR Strategy and Planning, managing administrative and operational projects that impact the development of goals and initiatives designed to enhance multiple student, staff, patient and faculty health benefits and experiences. Her health care career spans more than 25 years, in which time she has worked in an executive capacity with M-CARE, Delta Dental, Providence Hospital and Health Alliance Plan. Dyan has held a State of Michigan Agent//Producer License in Life, Health and Disability, and is a certified phlebotomist. Dyan received a Bachelor of Arts in Psychology and a Master's degree from the School of Public Health both from the University of Michigan-Ann Arbor.

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Robin W. Klein

**Session Type:** Panel Discussion

**Session Title:** Avoiding the “Great Resignation”--  
What Today’s Employees Expect from Their Workplace

**Speaker Bio:** Robin Woodall Klein recently retired after spending her professional career in two organizations as a Senior Vice President in industry and as a Principle with Root Inc. Her consulting specialties include organizational transformation, culture, strategy, talent development, and human resources. She continues to consult in retirement as part of the Riverbank Consulting Group. Robin lives in Charleston, SC. She and her husband have four wonderful daughters in their teens and twenties. She loves shopping, theatre, and cooking. She stays in contact with her clients and will always love problem solving and making a difference where her expertise matters.



Maria Flores

**Session Type:** Breakout Session #1

**Session Title:** Negotiations of Authenticity in the Workplace & Code-Switching Costs to Communities of Color

**Speaker Bio:** Maria Flores is the Senior Business & Operations Specialist at the Eisenberg Family Depression Center. An honors graduate of the University of Michigan, she is an action-oriented administrator, leader, and DEI strategist, with the goal of developing infrastructure, and systems to create and sustain inclusive institutions where employees are engaged, valued and innovation thrives. A regular presenter on the topic of authenticity in the workplace, and moderator of panels such as WCTF’s “Building a More Inclusive, Anti-Racist Workplace”, and “Toward a Culturally Inclusive Workplace”; she is looking forward to empowering leaders and teams to create the inclusive workplace of the future.

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Patricia Deldin, PhD

**Session Type:** Breakout Session #2

**Session Title:** MoodLifters in the Workplace

**Speaker Bio:** Patricia Deldin, Ph.D., CEO, is currently a Professor at the University of Michigan in the Departments of Psychology and Psychiatry. Before that she was a professor, for 9 years, at Harvard University. She is the Deputy Director of the University of Michigan Depression Center. She has published nearly 120 peer-reviewed articles on depression, bipolar, and schizophrenia with a focus on the neural correlates. Dr. Deldin created Mood Lifters to help people who aren't receiving sufficient mental health care. Her intention is to provide people in pain, wherever they are and whatever their means, with instant, broad access to effective, evidence-based mental health treatment.



J.W. Fisher

**Session Type:** Breakout Session #3

**Session Title:** A Practical Guide to Creating a Workplace Mental Health Program

**Speaker Bio:** J.W. is a lifelong resident of Midland Michigan. He has worked for the Fisher family businesses throughout his life and for Fisher Contracting since 1979, becoming president, and serving in that role since 1990. He also serves as Chair of the Board of Directors for all of the Fisher Companies. J. W. has a B. S. in Civil Engineering from Michigan Technological University and is a registered professional engineer in the State of Michigan. J. W. has been married to Yvonne for 33-years and they have four children. Together J.W. and Yvonne serve on several boards for local for-profit and non-profit organizations.

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Polly Gipson, PhD

**Session Type:** Breakout Session #4

**Session Title:** Using Talking Circles to Support Workplace Wellness, Diversity & Inclusion

**Speaker Bio:** Dr. Polly Y. Gipson is a Clinical Associate Professor, Associate Chair for Diversity, Equity and Inclusion, and Director of the Trauma and Grief Clinic in the Department of Psychiatry. She is the principal investigator for a Robert Wood Johnson Foundation Clinical Scholars award focused on the promotion of resilience and implementation of trauma-informed interventions in an urban Southeastern Michigan school/community. She is a licensed clinical psychologist with expertise in child and family evidence-based clinical practices; trauma- and bereavement-informed assessment and intervention; suicide risk assessment and intervention; universal screening; brief interventions; and community-based participatory research approaches.



Syma Khan, MSW, MPH

**Session Type:** Breakout Session #4

**Session Title:** Using Talking Circles to Support Workplace Wellness, Diversity & Inclusion

**Speaker Bio:** Syma Khan received her Master of Social Work from the University of Michigan School of Social Work. She is the Lead Social Worker for Child Psychiatry Hospital Section and a Clinical Social Worker on the Pediatric Consultation and Liaison Psychiatry Service. Syma has extensive experience in hospital based psychiatric services including consultation, inpatient, and emergency services. Syma also serves as Co-Implementation Lead for the Department of Psychiatry Diversity, Equity, and Inclusion Committee. In this role, she works with Psychiatry Leadership and the Office for Health Equity and Inclusion to promote DEI efforts within teams, the department, and across Michigan Medicine.

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Deirdre Conroy, PhD

**Session Type:** Breakout Session #4

**Session Title:** Using Talking Circles to Support Workplace Wellness, Diversity & Inclusion

**Speaker Bio:** Deirdre Conroy, PhD is a Clinical Professor at Michigan Medicine's Department of Psychiatry. She attended Simmons College where she studied biopsychology. She studied psychology and sleep disorders medicine at The City University of New York and completed clinical rotations at various sleep disorders centers throughout New York City. After receiving her doctorate, she completed a T32 post-doctoral research fellowship at the University of Michigan on the relationship between insomnia and alcohol use disorder. She then transitioned to the clinical faculty where she has been involved in patient care, research, education, and administration in the Behavioral Sleep Medicine Clinic. She is passionate about workplace wellness and pursues this interest through her work as the department of Psychiatry's Wellness Advocate.



Denise Williams,  
PhD, MS, SPHR, SHRM-CP

**Session Type:** Closing Plenary

**Session Title:** Resilience & Finding Meaning at Work: An Interactive Session

**Speaker Bio:** Denise Williams, PhD, MS, SPHR, SHRM-CP is an Organizational Effectiveness Consultant in Michigan Medicine Human Resources. In this role, Denise collaborates with leadership, employees, faculty, and learners across the university to create and promote a positive workplace culture of inclusion, equity, and diversity that prioritizes the wellbeing of our diverse workforce. She has worked at UM since June 2011. Denise earned a PhD in Health Behavior and Health Education from the University of Michigan School of Public Health and a Master of Science in Behavioral Psychology from Eastern Michigan University. She also holds two senior-level certifications in Human Resources.

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Sagar V. Parikh,  
MD, FRCPC

**Session Type:** Opening and Closing Remarks

**Speaker Bio:** Sagar V. Parikh, M.D., FRCPC is the John F. Greden Professor of Depression and Clinical Neuroscience at the University of Michigan, Ann Arbor, and co-director of Workplace Mental Health Solutions. He has been active in workplace mental health for over two decades, with experience in corporate consulting, creating and delivering innovative interventions, and workplace research. He is Medical Director of the National Network of Depression Centers and has multiple awards for research and teaching. Dr. Parikh is the author / editor of three books including "Mental Health in the Workplace" (Springer, 2019) and over 200 peer reviewed articles and book chapters.



Michelle B. Riba, MD, MS

**Session Type:** Opening and Closing Remarks

**Speaker Bio:** Michelle B. Riba, M.D., M.S. is Clinical Professor in the Department of Psychiatry at the University of Michigan. She is Co-Director of Workplace Mental Health Solutions at the Eisenberg Family Depression Center and Director of the PsychOncology Program at the UM Rogel Cancer Center. She is founding chair of the National Network of Depression Center's College Mental Health Task Force and chairs the National Comprehensive Cancer Network's Panel on Distress Guidelines. She is a past President of the American Psychiatric Association. She has received many honors and awards for her leadership, clinical acumen, teaching, and service at the University of Michigan and beyond.