

2010 MODEL SUPERVISOR



Sharon Moorer Aylor, Executive Director,
Human Resources

Sharon Moorer Aylor, Executive Director of Staff and Labor Relations, Human Resources, is responsible for establishing and overseeing the implementation of Human Resource's Staff and Labor Relations related strategic goals. She also provides guidance and consultation to senior administrators and managers on a wide-range of human resources issues. Sharon supervises 10 staff members directly and nine indirectly.

Here is what her staff said about Sharon:

- Sharon sets high expectations for herself. She inspires me to work harder and better to meet her standards.
- She is a great mentor. She has invested in my success and I have witnessed her ability to bring out the best in me and my colleagues on numerous occasions.
- I know that Sharon never has a quiet day... However, she always makes herself available when advice or direction is needed. She is an excellent role model and a model supervisor. provides the necessary tools to develop our skills and...the encouragement and support to broaden our roles.

MODEL SUPERVISOR FINALIST



Carol Pooser, Executive Director, School of Arts and Sciences

Carol Pooser, Executive Director of External Affairs for the School of Arts & Sciences, is responsible for major gifts and fundraising programs as well as SAS's prospect research program, donor relations, and volunteer engagement. Carol has nine staff members reporting directly to her.

Carol's staff had this to say:

- As her employee, I feel that I can trust her and that she has my best interests at heart. She provides ongoing positive reinforcement, but also provides consistent accountability for performance of assigned tasks.
- She has a passion for the educational mission of the School that shows clearly. She sees the big picture and is always willing to reconsider procedures or plans to adjust to changing circumstances.
- Carol is a well-rounded person who genuinely cares about her staff and the mission of the University. In my opinion Carol epitomizes a "Model Supervisor," which is why I nominated her. She is a valuable leader and a true mentor.

MODEL SUPERVISOR FINALIST



Janice M. Orlov, Budget Director,
The Wharton School

Janice M. Orlov, Budget Director of Finance & Administration, The Wharton School, is responsible for managing Wharton's annual budget process and related quarterly forecasting. She also develops strategic alternatives and recommendations to improve the School's financial health and flexibility. Janice supervises two Senior Financial Analysts.

Here's what Janice's staff said about working with her:

- Janice's skill in communication is highly refined. She approaches communication as a give and take. She listens and truly hears the other party, allowing for mutual understanding on both sides of an issue before moving forward.
- She somehow manages to provide the right level of supervision to allow her subordinates to thrive. When we undertake projects, she helps us understand the big picture and how the details of the project will contribute to the results.