

FDIC News

The Federal Deposit Insurance Corporation Employee Newsletter

JULY 2022

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The Future is Now: FLX is FDIC's New Learning Platform

By GARY ON
Learning Management Specialist, CU

"How do we learn for tomorrow, today?" That's the question facing every learning and development team, whether they're part of a federal agency, a Fortune 500 company, or a growing startup. This summer, Corporate University (CU) will launch a new learning management system (LMS) to replace FDICLearn as part of CU's Learning Technology Modernization (LTM) initiative. FLX, or FDIC Learning Experience, is built on the Blackboard platform, which has been used by higher education, K-12, business, and government clients around the world. By partnering with Blackboard, CU will provide FDIC students with a more intuitive user interface, allowing them to easily locate the training they need, as well as track training history to ensure compliance with government-mandated and agency-required training. Students will be able



The logo for FLX, or FDIC Learning Experience

to access FLX, from a cloud-based, secured platform accessible to FDIC employees, contractors, and select external audiences. Eventually, select training will be accessible from FDIC-issued mobile devices.

Evolving from FDICLearn

The impetus for moving to a new LMS beyond FDICLearn is part of CU's overarching Learning and Development Modernization (LDM) initiative. While Training Center Modernization (TCM)

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FDIC LEARNING EXPERIENCE

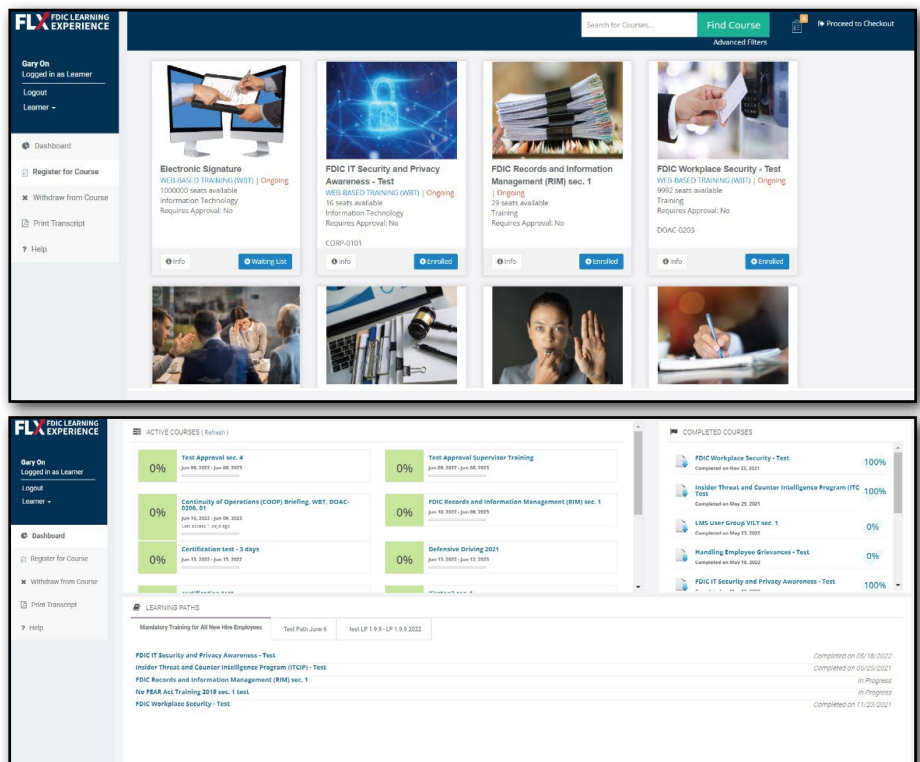
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is perhaps the most visible part of LDM, the LTM initiative, which brings us to FLX, is just as important to our increasingly mobile, hybrid, and remote workforce.

FDICLearn has served FDIC well in the past, but has not been updated since the mid-2000s. We needed a more modern LMS with features that can add to the learning experience. Even if we may not use all of these features, we will have options to enhance the learning experience when the need arises. At the same time, FLX doesn't throw away everything FDICLearn did right – it builds upon lessons learned and valuable feedback from stakeholders, and will continue to do so with every update. Keep in mind that the upcoming release of FLX is only the first iteration. The goal of the first release is to make sure FLX matches all the functionality that learners currently have in FDICLearn. FLX has features that will take the learning experience beyond what FDICLearn offers, but they will be vetted and reviewed by a change control board before making it into future releases.

Selecting Blackboard's Best-in-class LMS

Before selecting Blackboard as their LMS platform of choice, CU and CIOO conducted rigorous tests on multiple LMS platforms based on requirements that previously gathered through focus groups. These focus groups included



Top to Bottom: FLX Course Catalog; FLX User Dashboard

not only CU team members with direct knowledge of stakeholder requirements, but some stakeholder team members as well. Joleen Macek, Career Management Program Manager, DOA, writes, “it was a pleasure to participate in the product evaluation process and selection of the FDIC’s new LMS. The entire process was very well managed and I particularly enjoyed testing various platforms and learning about their capabilities. I’m looking forward to the release of FLX!”

All participants in the testing phase followed a script to test particular functions on each LMS platform that CU and FDIC identified as “essential.” The participants verified if the LMS supported those essential functions, rated the experience, and submitted their results. The LMS team reviewed the results and discussed them with other stakeholders to select the best choice.

Suzannah’s Thoughts

Suzannah Susser, FDIC Chief Learning Officer, says “I am so excited to talk about another component of our CU Learning & Development Modernization effort. You’ve already learned about the TCM initiative, I now want to focus on the LTM initiative, which is our

effort to acquire a replacement for the current Learning Management System, FDICLearn. From gathering the system requirements, to obtaining and evaluating vendor proposals, the team determined Blackboard would best meet FDIC’s desired specifications and best enhance the learning experience for FDIC employees. Actions are now underway to fully implement the Blackboard solution, which will be called the FDIC Learning Experience or FLX.” 🏠



Suzannah Susser, Chief Learning Officer

FDIC PROFILE

Dual Careers in Service – FDIC Senior Attorney Michael L. Cornell Promoted to Brigadier General of the Massachusetts Air National Guard

By DAVID SCHECKER
Regional Counsel

While all FDIC employees are committed civil servants whose work protect the integrity and security of the American financial system, it's a testament to an even higher level of commitment that more than a few are also actively engaged as members of various military reserve units and national guards. FDIC Senior Attorney Michael L. Cornell of the Legal Division, or "Mike" as he's known around the Boston Area Office, is one such employee.

On a sunny Friday, June 24, Mike was promoted to Brigadier General of the Massachusetts Air National Guard. Airmen from the Massachusetts Air National Guard, members of the Thomas J. Fitzgerald VFW Post 561, the JROTC of Excel High School in South Boston, family, and friends all gathered for Mike's promotion by Major General Gary Keefe. The ceremony was held in Mike's neighborhood of South Boston ("Southie") at the Dorchester Heights Monument in Boston National Historical Park. That monument itself commemorates a significant event in Revolutionary War history, where

Mike's ancestor, Brigadier General Ezekiel Cornell, serving under General George Washington, helped drive the British out of Boston Harbor on St. Patrick's Day in 1776 (also known in Boston as Evacuation Day).

While Mike's new assignment as Brigadier General will be Vice-Director, Joint Service Provider, of the Defense Information Systems Agency (DISA), his FDIC and other career experience is also of note. Mike joined FDIC's Boston Area Office as a Senior Attorney in February 2010 and recently led the team litigating an administrative enforcement case out of the Dallas Region in the FDIC's first ever all-virtual hearing before an Administrative Law Judge. Prior to joining the FDIC, Mike was a litigator in private practice at Nixon Peabody, LLP.

In his own words, Mike says that serving even part-time continues to be important to him because it "ensures that no matter where I am employed as a lawyer, I get to continue serving my country...I spent the first decade of my law practice at a large, national law firm and my National Guard service proved to be extremely important to my sense of personal and professional satisfaction."



FDIC Senior Attorney Michael L. Cornell with his wife Rachel and daughters Genevieve and Colette at his promotion ceremony.

When asked if he had any advice to FDIC employees that may be interested in serving in a Reserve or National Guard unit, Mike said, "The military has been exceptionally good to me. It's provided me with unrivaled educational benefits for me and my children. It has given me a resume that few people have. And it has filled my life with friendships and experiences that I would have never otherwise been lucky enough to find on my own. I would highly recommend the National Guard to anyone who is interested and my door is always open to them for questions or to simply be a sounding board...I have found that my supervisors at the FDIC and my military chain of command have a great deal of mutual respect for the service that the other provides. But to do each job effectively, you need to manage expectations, plan ahead, de-conflict early, and when necessary put in extra hours (sometimes on your own time) to ensure that your obligations are met and one job does not impede the other."

When it comes to time and commitment, Mike further states, "Many people think of the National Guard as 'one weekend per month and two weeks per year.' However, that model has not existed since September 11, 2001. The National Guard now operates in more places around the world than ever before...My own National Guard service has been reflective of this



Mike taking his oath of office during his promotion to Brigadier General by Major General Gary Keefe, both of the Massachusetts Air National Guard.

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FDIC PROFILE

FDIC Profile, from page 3

larger experience. I have been mobilized to active duty four times during my National Guard career, including on September 11th and a subsequent tour in Afghanistan. I usually serve somewhere in the neighborhood of 50-100 days per year.”

Congratulations again to Brigadier General Michael L. Cornell from all of us in the Legal Division and the Boston Area Office. When hearing the news of Mike’s promotion, FDIC General Counsel Harrel Pettway enthusiastically replied, “Congratulations Brigadier General Cornell! I truly appreciate your dual service to our great nation.” 🏆



Mike having his military star pinned on his epaulette by his daughter Colette.

MOVING ON

Name: Linda M. Tibbs

Most recent position: Senior Compliance Examiner

Division/Office: DCP (Atlanta Region)

Location: Sunrise, Florida

When and where joined the FDIC: I joined the FDIC in the Syracuse, NY office in 1992. I started in risk management and received my risk management commission in Syracuse, so I’m dual-commissioned.

Other experience: I served four years active duty with the Air Force and a few years in the reserves (Germany and Delaware). I also worked for the IRS for a year including a co-op during college.

Career Highlights: A career highlight for me is moving back to the sunshine in South Florida (twice).

Retirement Date: June 30, 2022

Plans for retirement: I’m starting off with a 30 day cruise of the Mediterranean with my family. I also plan to fly abroad to vacation at least two-to-three times a year in different countries on various tours with a bunch of domestic cruises in between (I live close to two ports). I am DIY renovating my kitchen, bathroom, and some other areas. I’m also installing an indoor hot tub in my bedroom because sometimes it’s too hot to use the one outside next to the pool. I

plan to obtain a theology degree because I took a few theology classes years ago and they gave me such peace. I also plan to become a certified personal trainer. I also plan to become a vegan chef (in my own mind) in my “new” kitchen. Lastly, I want to volunteer for worthy causes (probably related to the homeless), try to stay away from Netflix/Hulu/HBOMax (one of which I’m currently watching), hang out with my family more, attend all the Miami and Fort Lauderdale festivals I’ve missed while working or recuperating from working, and attend as many bible study classes as I can.

Comments and thoughts: If your money looks right and you can retire, you should really consider it. Find out what your number is and stick to it. I’ve read at least 50 finance books over the last decade, probably more. One topic I’ve read in a few of the books is the concept of go-go years, slow-go years and no-go years. Go-go years (ages 65– 75) focus on family, friends, travel, hobbies, and anything else on the bucket list that requires an active lifestyle. Slow-go years (ages 75 – 85) will be different. They may still be “go” years, but they will likely be slower-go years in many respects. No-go years (age 85 and up) well that’s self-explanatory. I am trying increase my go-



Linda M. Tibbs

go years as much as possible (starting a lot earlier). I live in a subdivision with a lot of older retired people and one thing I hear a lot is they wish they’d retired sooner.

To all the kind and genuine people who I met during my career, and you know who you are, I really do appreciate you. The best is yet to come. 🏆

MOVING ON

Name: Edward W. Christovich

Most recent position: Chief, Data Collection and Analysis Section

Division/Office: Division of Insurance and Research

Location: Headquarters

When and where joined the FDIC: I joined the FDIC as a Bank Examiner Trainee in the Tampa (Florida) Field Office in 1989.

Other experience: I spent the early part of my career examining banks and thrifts in the Atlanta Region. In the mid-1990's, I served on several details to the DC Office, which eventually led to my accepting an Examination Specialist position in the DOS Automation Section in 1995. In 2007, I accepted my current position in the Division of Insurance and Research (DIR).

Career Highlights: In addition to my permanent roles over the years, I have served on various details and other assignments as well. In 1995, I served on a detail to the DC Office to oversee the development and nationwide implementation initiative for a new WordPerfect Report of Examination Program. My team of about a dozen examiners from around the country worked tirelessly to complete the new report and training materials that summer and then traveled the country delivering training in all the regional offices and numerous field offices. The real highlight of the assignment though was meeting a special member of that team who would later become my wife! Thank you to the FDIC for bringing us together!

In 2003, I began a detail at the U.S. Department of the Treasury, representing the FDIC in Treasury's efforts to provide access to financial education for all Americans. During this assignment, I was the principal coordinator of the very first meeting of the Financial Literacy and Education Commission (FLEC), chaired by the Secretary of the Treasury and comprised of the heads of 20 federal agencies, including the FDIC. In the second year of my assignment, I was named Acting Director of the Department of the Treasury's Office of Financial Education, where I was responsible for

the formulation and implementation of strategic initiatives to achieve that Office's mission. It was my highest honor to receive the Secretary's Honor Award from Treasury Secretary John W. Snow in recognition of outstanding service to the Department.

Returning to the FDIC in 2005, I served on a detail to the Call Report Modernization Initiative in DIR. I served in a key role in the implementation of the FFIEC's Central Data Repository (CDR) and met many of my future DIR colleagues during this assignment.

Since joining DIR officially in early 2007, I have had the opportunity to work on a number of exciting projects. Managing the CDR as a member of the CDR Steering Committee, providing guidance to the FFIEC's Task Force on Reports, implementing the new FFIEC 051 Call Report form, migrating regulatory reporting functions from the Office of Thrift Supervision to the FDIC, working on the development and implementation of the Structure Information Management System, serving as a Deputy Ethics Counselor, and serving in a leadership role during the rollout of the Temporary Liquidity Guarantee Program are just a few of my career highlights that led to meeting and working with so many wonderful colleagues over the years.

Finally, I can't forget the exciting opportunity I had in 2012 to serve as a Senior Advisor Seconded to the Financial Services Volunteer Corps (FSVC). During this assignment, I traveled to Cairo, Egypt, to develop and propose a strategic blueprint for the improvement of financial literacy in Egypt on behalf of the Egyptian Financial Supervisory Authority. This assignment also led to a greater interest on my part in the FDIC's role in international affairs, and in 2017, I served as Acting Chief of DIR's International Deposit Insurance Policy and Support Section. In this role, it was my pleasure to serve Vice Chairman Tom Hoenig and DIR Director Diane Ellis in support of their roles in the International Association of Deposit Insurers.

Retirement Date: July 31, 2022

Plans for retirement: My wife Keri and I will spend the next year or two traveling



Edward W. Christovich

and finding that next place we want to call home. We'll also be helping our oldest daughter plan her 2023 wedding while also following the activities of our other four kids still in college. I look forward to fully embracing the "every day is Saturday" mentality!

Comments and thoughts: I am immensely proud of the work that I have done for the FDIC, and I am extremely proud of the people I have worked with to accomplish so much over the years. As my career progressed, my appreciation for the public service aspect of our roles here at the FDIC has grown. There's a saying during calmer times that "we could sure use a good crisis right about now..." While no one really wishes that to be true, it is during those times of crisis – whether the Savings and Loan Crisis of the late 1980s and early 1990s, the Great Recession of the late 2000s, or the Global Pandemic of more recent times, that the FDIC's mission has really come to bear. It has been my privilege and honor to be a small part of carrying out that mission.



MOVING ON

Name: DiAnn T. Bielaczyc

Most recent position: Senior Complex Financial Institution Analyst

Division/Office: Division of Complex Institution Supervision and Resolution (CISR), Systemic Risk Branch

Location: Salt Lake City

When and where joined the FDIC: I joined the FDIC on January 4, 1988, as a Bank Examiner (Trainee) in the Salt Lake City Field Office.

Career highlights:

- Examined community banks in Utah, Idaho, western Wyoming, and the broader San Francisco Region.
- Examined troubled savings and loan associations (S&Ls) during the Savings & Loan crisis.
- Developed new skills examining Industrial Loan Companies (now known as Industrial Banks), with subprime lending as an important focus, and learned the importance of legal restrictions on affiliate transactions.

- Taught Financial Institution Analysis School (FIAS) to pre-commissioned examiners for several years.
- Served as one of the FDIC's first Team Leaders (now known as Supervisory Examiners);
- Served as the dedicated Examiner-in-Charge at three of the FDIC's largest financial institutions over ten-plus years, including the Great Recession;
- Served as a Senior Complex Financial Institution Analyst for seven years.

Retirement Date: July 30, 2022

Plans for retirement: Spend more time with family and friends, enjoy traveling, work in my yard, and have a great time being my own boss!

Comments and thoughts: Thank you so much to my many bright and dedicated FDIC colleagues who made my career enjoyable and satisfying for 34+ years! 🙏



DiAnn T. Bielaczyc

Name: Florence Gordon

Most recent position: Legal Technician

Division/Office: Legal Division / New York Legal Services Office

Location: New York Regional Office (NYRO)

When and where joined the FDIC: I joined the FDIC in June 1986 in New York.

Other experience: Before joining the FDIC I worked for the Essex County Division of Welfare (Investigation Unit), New Jersey Department of Health, and later for the State of New Jersey Office of the Public Defender.

Career Highlights: I started with the FDIC as a term employee (LG) in the Legal Division NY Consolidated Office where part of my role was assisting with the closing of banks. I later became a permanent employee in the NYRO. A few years later, my office underwent reorganization and I was relocated to Jersey City, NJ followed by another reorganization, all to be relocated back to New York! During this reorganization, I accepted a position in the New York Legal Services Office where I have spent

the majority of my career.

Most of my years has been working in the Legal Division. The highlight of my career has been opportunities to attend several bank closings. These trips afforded me with the ability to travel and meet new friends from the corporation along the way. During my time here, I have also participated in the Mentoring Program and the Chairman's Diversity Advisory Council all of which have been the highlight of my career

Retirement Date: July 30, 2022

Plans for retirement: I plan to travel, spend more time with my family, and learn to play golf.

Comments and thoughts: It has been a pleasure working with the FDIC. During these years it has been a great learning experience for me. However, getting to travel and meet new people on the regular have been the best parts. I will treasure the friendships I have made during my years of employment.! 🙏



Florence Gordon

MOVING ON

Name: Wynn Michael Janowitz

Most recent position: Senior Examiner
Information Technology

Division/Office: Division of Risk
Management Supervision (RMS)

Location: Jamesburg Field Office in
Monroe Township, NJ

When and where joined the FDIC: I joined the the FDIC in April of 1990 as a Temporary Liquidation Specialist out of the South Brunswick Consolidated Liquidation Office in Monmouth Junction, NJ. Approximately a year and a half later in 1991, I was promoted to the Senior Resolutions Specialist position in the Division of Resolutions located in the New York Regional Office (NYRO) which was later located in the Boston Area Office in Westwood, MA office. A few years later, in 1997, I moved over to Risk Management or the former Division of Supervision (DOS) to become a Bank Examiner. During that time, I graduated from the Intermediate and Advanced IT On-the-Job Training (OJT) Programs and was detailed for one year to the Division of Information Resources Management. In 2016, I was promoted to Examination Specialist, Information Technology and served in that position for almost two years. Finally, I was promoted again into the present role I am retiring from, Senior Examiner, Information Technology.

Other experience: Participated in the Division of Supervision Examiner Crossover Program in 1996 in the

Concord, NH Field Office and received my commission in 2001. The Concord Field Office merged with the Lexington, MA Field Office which became the Boston North Field Office. Spent three-plus years as an IT Examiner in the Jamesburg Field Office and performed the role of IT Examiner in Charge (EIC) for a Large Financial Institution and a Regional Service Provider. Spent almost two years as an Examination Specialist (IT), and four-plus years as the Lead CPC (Central Point of Contact) on one of our largest Significant Service Providers. Prior to joining the FDIC I had 18+ years' experience in international banking and assisted in setting up back office operations for two start-up international banks in New York City.

Career Highlights: I served on a detail for one year to the Division of Information Resources Management, and was a member of the Boston Area Office's Chairman's Diversity Advisory Council (CDAC), which was recognized for a variety of successful diversity programs in the Boston Area Office, including the 2006 FDIC Honorary Chairman's Award – Annie D. Moore EEO and Diversity Group Award. I was also a member of the IT-OJT Rewrite Development Team, served as an Introduction to Examination School instructor for two years and Information Technology Examination Course instructor for four years. I also received numerous awards in recognition



Wynn Michael Janowitz

of my hard work and dedication to my job including several STAR Awards and Special Achievement Awards. As an Examination Specialist IT, I developed the first NYRO IT Examiner Resource SharePoint site. I enjoyed the opportunity to travel to various places in the U.S. and the Caribbean for work.

Retirement Date: July 29, 2022

Plans for retirement: Spending valuable time with family and traveling the world.

Comments and thoughts: Who knew I would spend 32 years at the FDIC. I have met some great and interesting individuals. I will value my time here and look forward to some well-deserved rest!



MOVING ON

Name: Christopher J. Newbury

Most recent position: Deputy Regional Director

Division/Office: Division of Risk Management Supervision (RMS)

Location: Chicago, IL

When and where joined the FDIC: I joined the FDIC as an Assistant Bank Examiner (Trainee) in the Division of Bank Supervision, in the Tulsa, Oklahoma Field Office in 1989.

Career highlights:

- When I started in Tulsa, for the first year I was on the job, virtually all of the exams I participated in were for banks rated 3 or worse, and most banks were rated 4 or 5. Banks slowly improved in the subsequent years. Working as an Assistant Examiner with my more experienced colleagues on those jobs provided an invaluable education in bank examination.
- In those early years, I also participated in out-of-region details to work on exams in New England and California.
- A few years after I got my commission, I was proud to work on the ALERT development team that introduced electronic line sheets and other loan review tools to the examination process.
- I moved from the field to Washington, D.C. in 1998. I was able to work at the staff level in three different operational areas in what is now RMS – capital markets, policy, and risk management and applications.

- In 2003 and in 2005-2007, I served as a Section Chief in the Division of Insurance and Research (DIR), and then in 2007 I was appointed Associate Director for Risk Analysis in DIR. In the latter role, I was a witness to, and one of many participants in, the FDIC's vital responses to the crisis.
- In 2013, I returned to RMS as Associate Director of the Risk Management Examinations Branch, leading that team's work on problem bank supervision and failing banks, enforcement cases, and applications.
- Finally, in September 2016, I accepted the RMS Deputy Regional Director position in Chicago, leading the risk management supervision program for more than 1,000 FDIC-insured banks across six states.
- On a personal note, I met my wife Laura when she also worked for the FDIC.

Retirement Date: July 30, 2022

Plans for retirement: We're moving back to Northern Virginia, although this time we'll be well outside the beltway and closer to the Blue Ridge. We're going to spend some time traveling to a few favorite places in the Chicago area and then to visit family both in the Midwest and on the East Coast. I'll go see more North Carolina Tar Heel games. I have a whole shelf of books I've not had time to read that I'd like to plow through – yet I recently I find myself returning to



Christopher J. Newbury

some of the histories of the crisis of the late 80s/early 90s and the one that began in 2007. I'm going to exercise more and hope to play more golf. I'd like to (try to) learn to cook. I may return to the workplace, but I want to take some time off first.

Comments and thoughts: I'm grateful for the many opportunities the FDIC has provided me. I also appreciate the clarity and importance of our mission to protect public confidence in the financial system. While that mission is always there, it's never more visible than when times get tough, and we have always risen to those challenges. Finally, I'm thankful for the many great people I've gotten to work with through my 33 year career. 🙏