

Debbie leads BGCTNV efforts to attract, develop and retain outstanding, diverse, and engaged staff through effective workforce planning and recruiting. She also leads staff and leadership development as a critical element in the strategy to be “The Best Nonprofit in East Tennessee.”

Debbie also teaches in both graduate and undergraduate programs in the Haslam School of Business at the University of Tennessee, Knoxville. At the University, she is serving on the Department of Management and Entrepreneurship Advisory Board. She has served on this Advisory Board since 2013.

She also serves on the Board of Directors for the ORNL Federal Credit Union (ORNLFCU).

She has held management positions at Faith Promise Church, Oak Ridge National Laboratory, Blue Rhino, Eastman Chemical Company, Mirant Corporation, Anheuser-Busch, and the Tennessee Valley Authority. The western Kentucky native received her doctorate in experimental psychology from the University of Tennessee, Knoxville.

She and her husband, Travis Smith, reside in Knoxville, TN.



**Debbie Stairs**

Vice President of Human Resources and Leadership Development at The Boys and Girls Clubs of the Tennessee Valley