ACE WOMEN'S Network Ohio

20TH ANNUAL CONFERENCE

FRIDAY, NOVEMBER 2, 2018 UNIVERSITY OF TOLEDO

LIETING AS WE CLIMB

THANK YOU!

ACE WNO would like to extend a special thank you to our host, the University of Toledo, for providing the meeting spaces, sponsoring the opening reception, and executing the administrative details to bring the conference together.

We also thank Higher Education Resources Services (HERS) for sponsoring the luncheon and The Ohio State University for covering the printing costs of the program books.











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WELCOME





Dr. Shanda Gore Dr. Robin Selz

Welcome to our 20th annual American Council on Education Women's Network-Ohio (ACE WNO) conference! This year's theme, "Lifting as We Climb," is a testimony to what we are doing every day for our membership and for those attending the conference. We can't wait to experience the day with you to celebrate women's leadership and career advancement in higher education. The mission of our organization is to improve the status of women on college and university campuses throughout Ohio and beyond. We know that this conference is a great opportunity to live out our mission. Although we have work to do to fully achieve our vision to move the needle towards more women in college presidencies, we are making strides every day to support and lift women into the highest levels of leadership.

Thank you to the University of Toledo President Dr. Sharon Gaber and to University of Toledo campus community for hosting us. Thanks to you for attending the conference today, and for traveling near and far. We are grateful to our participating ACE Executive Council member and Union Institute and University President Dr. Karen Shuster Webb, the HERS organization for their sponsorship, The Ohio State University for underwriting the program book, the wonderful higher education presidents who are sharing their insights on the panel, colleagues who submitted proposals and those that are presenting their work during the concurrent sessions, and Dr. Narcissa Polonio for her breakout session concerning professional personal assessment, generational perspectives, and the search process.

Congratulations to all of our award and scholarship recipients. We are proud to honor your hard work and achievements. Speaking of achievements, we would be remiss if we did not acknowledge ACE WNO's accomplishments over the 2017-2018 year. This past year, we had a sold-out 2017 conference with 200 women at Xavier University; distributed 5 awards in the amount of \$4,000; funded 3 Campus Conversation grants totaling \$1,000, continued to grow our social media outlets on Facebook, LinkedIn, and Twitter; re-energized our Institutional Representative outreach; and established a secure archival system to document our important organizational history.

Finally, special thanks go out to the ACE WNO Executive Board, as well as the 2018 Conference Planning Committee and volunteers for devoting their time and resources. As you go through the conference day, please be sure to leverage the opportunity to network with other amazing women leaders.

In solidarity,

Dr. Robin Selzer and Dr. Shanda Gore, ACE WNO State Co-Chairs



Dr. Sharon Gaber

On behalf of The University of Toledo (UT), welcome to the 20th annual statewide conference of the ACE Women's Network-Ohio. Sincere thanks for supporting its mission of improving the status of women in higher education. The University is honored to host this milestone conference which shares our vision of empowering women.

As the 17th and first female president of UT, I'm proud to welcome you to our campus. One of 14 public research universities in Ohio, the University is comprised of 13 colleges and a teaching hospital – The University of Toledo Medical Center – and has more than 20,000 students representing 42 states and 84 countries. With nearly 300 academic programs from which to choose, nearly 38 percent of our graduates leave the University equipped with an advanced degree, such as a master's, JD, MD or PhD.

The breadth of our diversity and great depth of our offerings enrich the UT experience for our students, faculty, and staff, while also helping to ensure that everyone feels welcome and included. While you're here, I invite you to take a moment today to enjoy our beautiful campus and share our Rocket pride!

I want to commend the leaders of ACE Women's Network-Ohio for all of the work they do in helping to identify and recognize outstanding female leaders, advance women's careers, enable female leaders to network and mentor others, and support women to realize their full potential. Your participation in these efforts also is appreciated because, by working together, we most assuredly can improve opportunities for women in higher education... for this generation and the next.

Thank you and best wishes to each of you for continued success!

Sincerely,

Dr. Sharon L. GaberPresident, The University of Toledo



Ohio

The ACE Women's Network-Ohio is a network of women administrators, faculty, and staff from colleges and universities across the state that is dedicated to the professional advancement of women. Through representatives, conferences, workshops, and other resources, we are committed to improving the status of women on our campuses and throughout higher education. In doing so, we support the mission of the Inclusive Excellence Group and the American Council on Education.

ACE WOMEN'S NETWORK-OHIO EXECUTIVE BOARD 2018-2019

Dr. Robin Selzer, State Co-Chair University of Cincinnati

Julia Acosta Wright State University

Dr. Holly Craider Cuyahoga Community College

Viva McCarver Bowling Green State University

> Dr. Angela Paprocki University of Toledo

Shannon Spencer Ohio Northern University Dr. Rashmi Assudani Xavier University

Dr. Elena Foulis
The Ohio State University

Dr. Denise McCory Cuyahoga Community College

> Kristine King Robbins Otterbein University

Dr. Shanda Gore, State Co-Chair University of Toledo

> Dr. Loleta B. Collins Edison State Community College

> > Carol Tonge Mack University of Cincinnati

> > Dr. M. Geneva Murray Ohio University

> > Dr. Sandra Schroer Muskingum University

> > Dr. JoAnna Williamson Franklin University

ACE WNO 2018 AWARDS

The ACE Women's Network-Ohio state-wide professional awards value individuals who have contributed to the advancement of women colleagues by effectively implementing one or more of the "IDEALS" described by the ACE Inclusive Excellence Group: Identifying women leaders; Developing their leadership abilities; Encouraging the use of those abilities; Advancing women's careers; Linking women leaders to other women and to mentors; and Supporting women as they pursue their professional aspirations.

EXCELLENCE IN HIGHER EDUCATION LEADERSHIP

This award recognizes an outstanding woman leader who has made significant contributions to higher education in Ohio. This is the Network's highest external honor. The award winner should have served as a role model and leader to other women in the field of higher education through her demonstrated commitment to the leadership development and advancement of women on her campus and in the community.

Margaret McKinley

Executive Senior Associate Athletic Director and Senior Woman Administrator *University of Cincinnati*

PROFESSIONAL DEVELOPMENT SCHOLARSHIPS

In an effort to provide women from Ohio institutions of higher education with the opportunity to gain leadership expertise, the Network has established scholarships to support participation at conferences or workshops, membership in professional organizations, and other opportunities for professional development. The awards are to be used to reimburse registration and/or travel expenses.

Dr. Nicole M. Ausmer
Director of Student Activities and
Leadership Development
University of Cincinnati

Sarah E. Lack
Associate Director of Development
Annual Giving
Ohio University

Brittany Arthur Mellon Assistant Professor, Division of Experience Based Learning and Career Education University of Cincinnati

FRIDAY, NOVEMBER 2, 2018

The University of Toledo

7:30 - 8:30 a.m. REGISTRATION AND CONTINENTAL BREAKFAST

Ingman Room 2520

8:30 - 8:40 a.m. OPENING REMARKS

Ingman Room 2520

Dr. Shanda Gore, State Co-Chair, ACE WNO Dr. Robin Selzer, State Co-Chair, ACE WNO

Dr. Karen Schuster Webb, ACE WNO Executive Council Liaison

8:40 - 8:45 a.m. WELCOME

Dr. Sharon Gaber

President, University of Toledo

8:45 - 10:00 a.m. PRESIDENTIAL PANEL

Dr. Marcia Ballinger, Lorain County Community College

Dr. Sharon Gaber, University of Toledo (Moderator)

Dr. Elizabeth Paul, Capital University

Dr. Karen Schuster Webb, Union Institute and University

Dr. Beverly Warren, Kent State University

This distinguished panel of college and university presidents will share their thoughts and insights on the advancement of women in higher education as well as their own career trajectories. In addition, conversation will focus around the changing landscape of higher education and college and university leaders' expectations regarding those changes and the skills required to be successful. It is the hope that the panel's message will resonate with all attendees, be it graduate students aspiring to administrative or academic positions in higher education, emerging and mid-level administrators seeking to advance to the next level of administration, or senior leaders working their way toward presidencies.

10:00 - 10:10 a.m. BREAK

10:10 - 11:00 a.m. CONCURRENT SESSIONS I

Career Path Mapping: Becoming an Authentic Leader Room 2592

A "Madrina" Approach in the Creation of Transformative Space for Latinas in Higher Education

Room 2582

"I Don't Shine If You Don't Shine": Feminist Leadership as Praxis

Strengthening Leadership Capacity Through an Understanding of Valued Leader Traits

Room 2591

CONFERENCE AT-A-GLANCE

FRIDAY, NOVEMBER 2, 2018

The University of Toledo

11:10 - 12:00 p.m. ACE WNO AWARDS

Ingman Room 2520

12:00 - 12:45 p.m LUNCH

Ingman Room 2520 Sponsored by HERS

12:45 - 1:30 p.m. SPEED NETWORKING

Ingman Room 2520

1:30 - 2:20 p.m. CONCURRENT SESSIONS II

Always with a STEM: Cultivating Networks of Bold Leaders

Room 2591

From Faculty to Administration: The Good, the Bad, and the Ugly

Room 2584

To Learn or Not: How to Navigate the Pursuit of a Higher Education Degree

Room 2582

Living Intersectionality: Building Feminist Futures On/Beyond Campus

Room 2592

2:20 - 2:30 p.m. BREAK

2:30 - 3:45 p.m. NEXT LEVEL OF EXCELLENCE SESSIONS (Choose One)

Leaders of Excellence Panel

Ingman Room 2520

Julia Acosta, Wright State University Dr. Rashmi Assudani, Xavier University Kristine King Robbins, Otterbein University Carol Tonge Mack, University of Cincinnati Dr. Sandra Schroer, Muskingum University

Stepping Up: My Life, My Career, My Future

Room 2592

Dr. Narcisa Polonio, Executive Team Leader for the Community College

Practice at Greenwood/Asher & Associates

The target audience for this presentation are women who are preparing for

senior or executive-level roles.

3:45 - 4:00 p.m. DOOR PRIZES AND CLOSING REMARKS

Ingman Room 2520 Must be present to win



CONCURRENT SESSIONS I

10:10 to 11:00 a.m.

Career Path Mapping: Becoming an Authentic Leader

Linda Jayne, Cuyahoga Community College Room 2592

Do your dreams align with your career path? Are you being true to yourself or following someone else's map? In this workshop, participants will create a visual career map based on their personal internal vision. When we discover who we truly are and spend our time becoming that authentic self, we can fulfill our mission and lead like no one else can.

A "Madrina" Approach in the Creation of Transformative Space for Latinas in Higher Education Elena Foulis, Lyda G. Garcia, & Mary T. Rodriguez, The Ohio State University Room 2582

In the Latina culture, "La Madrina" holds a place of honor where her wisdom and support is well received and respected. In this presentation, we propose a "Madrina" type model to support Latinas in higher education. Even with the common focus to address needs of first-generation Latina students, it is believed many professionals in higher education face similar obstacles. Students, staff and faculty straddle borderlands marked by marginalization, exploitation, and exclusion. Along with our own experiences, in using the familiar concept of "La Madrina," we find that it can create space for sharing personal challenges and successes for women in higher education.

"I Don't Shine If You Don't Shine": Feminist Leadership as Praxis

Angela Fitzpatrick & Deb Marke, University of Cincinnati *Room 2584*

Using Anne Friedman's and Aminatou Sow's Shine Theory, this workshop will guide participants through an intersectional exploration of what it means to practice feminist leadership in the workplace. Participants will learn how gender and racial stereotypes, implicit biases, and micro-aggressions impact women's leadership experiences. Participants will also develop skills for practicing feminist leadership such as bystander intervention, intentional collaboration, meaningful mentorship, mindfulness, and radical squad care.

Strengthening Leadership Capacity Through an Understanding of Valued Leader Traits Debra Mooney, Xavier University Room 2591

It is imperative for successful leaders to understand those that they guide and support. Just as one's socialization, culture and other demographics (e.g., gender, race/ethnicity, geographical location, SES) impact expectations, attitudes and assumptions, so does one's age and generational context. Through experiential activities framed against research findings, the goal of this workshop is to advance leadership capacity and influence through a deeper understanding of one's own valued leadership traits and those of other age cohorts.

CONCURRENT SESSIONS II

1:30 to 2:20 p.m.

Always with a STEM: Cultivating Networks of Bold Leaders

Raymonda Burgman, HERS Room 2591

In higher education, there are academic fields which are less represented when one conducts a biographical sketch of those holding appointed and/or titled leadership roles. How can we encourage, support, and champion women with experience or backgrounds in STEM fields to seek, hold, and thrive as leaders? During this session, we will primarily discuss what it means to demonstrate leadership in higher education, how to find the support necessary to thrive in fulfilling work, and discern pathways for those wanting to lead in creative and innovative ways.

RENT SESSION DESCRIPTIONS

CONCURRENT SESSIONS II (continued)

1:30 to 2:20 p.m.

From Faculty to Administration: The Good, the Bad, and the Ugly

Maria Cronley, Ohio Northern University; Terri Feldman Barr, Miami University; Elaine Crable, Xavier University Room 2584

This session will provide faculty members with supportive advice, insights, challenges, and warnings about jumping into an administrative role. The panelists will briefly share their experiences and advice regarding making the move to administration before opening up the floor to questions.

To Learn or Not: How to Navigate the Pursuit of a Higher Education Degree

Amanda Bylczynski, Edison State Community College; Kathleen Bolter, Western Michigan University and Bowling Green State University; Maggie Bolter, & Marcie Simms, Shawnee State University Room 2582

Are you thinking about pursuing a higher degree? Whether it is to move up in the organization or a personal goal entering a graduate program can seem daunting. Join our panel to learn about the tools and techniques that we have used to successfully pursue our graduate degrees. The panel will include women from various backgrounds, points in the degree process, and field of expertise.

Living Intersectionality: Building Feminist Futures On/Beyond Campus

Sharon Barnes, Malaiká Bell, Asma Abdel Halim, Aleiah Jonés, Carla Pattin, Danielle Stamper, & Kelley Webb, University of Toledo

Room 2592

This roundtable discussion focuses on how small, limited-resource entities across campus can respond to the needs of marginalized populations in our community, specifically women of color. Women faculty, staff, and students at the University of Toledo have come together from across campus to collaborate on projects such as a Muslim Women's Resource Center, and hosting a symposium on/for women of color in predominately white Institutions, setting the ground for more active recruitment, retention, and leadership opportunities for women of color on campus. Participants offer reflections on their positionality and the challenges, rewards, and impact of living more boldly in intersectional spaces, creating a future that is more open to cross-racial, -age, -discipline, -identity, -creed, and -organizational coalition.

NEXT LEVEL OF EXCELLENCE SESSIONS

2:30 to 3:45 p.m.

Leaders of Excellence Panel

Julia Acosta, Wright State University; Rashmi Assudani, Xavier University; Kristine King Robbins, Otterbein University; Carol Tonge Mack, University of Cincinnati; Sandra Schroer, Muskingum University *Ingman Room 2520*

Are you ready for your next level of excellence? Learn about the tools and techniques that successful women used to shape their professional paths. The panel will include women from various backgrounds, organizational levels, and areas of expertise.

Stepping Up: My Life, My Career, My Future

Narcisa Polonio Room 2592

Reaching your professional and personal goals requires discipline, commitment, and planning, combined with proficiency, experience, and emotional intelligence. It's not just about working hard! This session will teach you how to prepare for the executive search process and develop a career and personal plan to reach the top. Includes a discussion on generational perspectives and how to guide and support other women along in their career journeys. The target audience for this presentation are women who are preparing for senior or executive-level roles.



Marcia J. Ballinger, Ph.D. Lorain County Community College

Marcia Ballinger, Ph.D., has more than 25 years of community college leadership in roles that have advanced student success, workforce and economic development, strategic planning, and institutional advancement. Dr. Ballinger became the 5th President of Lorain County Community College July 1, 2016. Under her leadership, Lorain County Community College was recognized by the American Association for Community Colleges (AACC) as the 2018 Recipient of the AACC Award of Excellence in Student Success. She was also awarded the prestigious Aspen Presidential Fellowship for Community College Excellence.

Dr. Ballinger is deeply engaged in the student completion movement at the state and national level serving in leadership roles for Completion by Design project funded by the Bill & Melinda Gates Foundation, Achieving the Dream and Jobs For the Future Policy Leadership Trust for Student Success. Dr. Ballinger serves on the Ohio Articulation and Transfer Network Oversight Board, Ohio Association of Community Colleges Committee, and Co-Chairs the Ohio Guaranteed Transfer Pathways Statewide Steering Committee. Regionally, Dr. Ballinger serves on the boards of MAGNET, Northeast Ohio Council of Higher Education, the Fund for Our Economic Future, University Hospitals Elyria Medical Center, Northwest Bank Advisory Board, Workforce Institute of Lorain County and Lorain County Chamber of Commerce, and President of the Lorain County Community College Foundation.

Dr. Ballinger holds a Ph.D. in Education – Community College Leadership, Walden University. She is also a proud alumnus of LCCC's University Partnership Program having earned her MBA from Kent State University. She earned a Bachelor's degree in Journalism from Indiana University of Pennsylvania.



Elizabeth L. Paul, Ph.D. Capital University

On July 1, 2016, Dr. Elizabeth "Beth" L. Paul became the 16th president of Capital University, following seven years as the senior academic officer at Stetson University in Central Florida. Focused on student-learning outcomes assessment, community empowerment, strategic planning, and change management, Dr. Paul has held national leadership roles in key higher education initiatives. She was president of the Council on Undergraduate Research, and currently serves on the board of directors of the National Association of College and University Business Officers, the Council of Independent Colleges and the Bonner Foundation.

Her research includes topics like high-impact, community-engaged and experiential learning, undergraduate research, university and community partnerships that lift up all people, the role of faculty in undergraduate research, institutional financial models, interdisciplinary and transdisciplinary learning opportunities, and relationship development and dynamics.

Dr. Paul holds a Bachelor's degree in psychology and a Ph.D. in personality psychology, both from Boston University. She did a pre-doctoral training fellowship at the National Institute of Mental Health, and earned a certificate in higher education administration from Harvard Institute for Educational Management.



Sharon L. Gaber, Ph.D. University of Toledo

Dr. Sharon L. Gaber began her tenure as the 17th president of The University of Toledo (UT) in July 2015. An academic with a background in city and regional planning, she came to the UT presidency following six years as provost and vice chancellor for academic affairs at the University of Arkansas. She also has been a faculty member and administrator at Auburn University and the University of Nebraska.

At UT, Dr. Gaber is focused on elevating the national stature of one of the country's most comprehensive institutions of higher education. *Education Dive* has named her one of five higher education leaders to watch in 2018 and beyond. In her first three years, Dr. Gaber has increased student enrollment; strengthened the University's focus on research; added programs and training to improve diversity, inclusion and sexual assault awareness; implemented myriad strategies to promote student success, including requiring second-year students to live on campus, launching the Tuition Guarantee and digital course content programs to help keep a UT degree affordable, created an agreement with the local transit provider,

PRESIDENTIAL PANEL

elevated faculty and staff recognition, increased philanthropy, and enacted and enacted numerous cost-saving measures while seeking new ways to generate revenue.

Dr. Gaber has secured millions in research funding and is the author of articles on regional and urban planning, public policy, and the social dynamics that affect community decision-making. She also is the co-author of a book on planning research methods. She currently serves on the boards of the Toledo Regional Chamber of Commerce, the Regional Growth Partnership and the Toledo-Lucas County Port Authority. She also serves as the Mid-American Conference representative on the Division 1 NCAA President's Forum.

Dr. Gaber earned a Bachelor's degree from Occidental College, a Master's degree from the University of Southern California, and a Ph.D. in city and regional planning from Cornell University.



Beverly Warren, Ph.D., Ed.D. Kent State University

Dr. Beverly Warren became Kent State University's 12th president on July 1, 2014, and has used her time to lead the university in charting a course for the university's continued rise in excellence. Under Dr. Warren's leadership, the university produced the ambitious Strategic Roadmap to a Distinctive Kent State. The plan focuses on putting students first and raising the profile of Kent State as one of the top public research universities in the nation, focusing on a distinctive blend of teaching, research and creative excellence. Under her tenure, Kent State has enrolled its most academically advanced freshman class ever, and has

achieved record enrollment in its Honor's College program.

President Warren has dedicated herself to creating an inclusive university culture where students will thrive and discover their passion and purpose in life. As chief executive officer, President Warren oversees one of the nation's largest university systems, dedicated to research and advancement in the areas of brain health, advanced materials and liquid crystal, healthy communities, environmental science, design innovation, and global understanding. The university includes more than 40,000 students on eight campuses across Northeast Ohio, a College of Podiatric Medicine, a Regional Academic Center, and academic sites in major world cities such as New York City, Geneva, and Florence.

Dr. Warren earned a Bachelor of Science degree from the University of North Carolina at Greensboro and a Master of Science degree from Southern Illinois University. She holds two doctorates, an Ed.D. in higher education administration from the University of Alabama and a Ph.D. in exercise physiology from Auburn University.



Karen Schuster Webb, Ph.D. Union Institute & University

Dr. Karen Schuster Webb is a visionary leader who brings more than 20 years of executive leadership in higher education and serves as the sixth President of Union Institute & University. Union is a private non-profit university system, living its social justice mission, and which has Academic Centers in Cincinnati, Ohio, Hollywood, Florida, Los Angeles and Sacramento, California, as well as offering programs online. She also serves on the Advisory Board of the William V. S. Tubman University Foundation in Harper, Liberia.

Prior to her Presidential appointment, Dr. Webb served as the Antioch University-Midwest campus President and Senior advisor for Academic Innovation to the Chancellor at the Antioch University System. Dr. Webb also served as Associate Provost for Community Engagement and the founding University Dean of the California School of Education at Alliant International University System.

Dr. Webb has dedicated her career to the pursuit of equity of access to educational excellence and to empowering those, especially women, who aspire to higher education leadership. Dr. Webb was named as one of the Top 25 Women in Higher Education and Beyond by Diverse Issues in Higher Education Magazine. As a reflection of her commitment to addressing women's issues in higher education, Dr. Webb has been named Chair of the American Council on Education's Women's Network Executive Council.

Dr. Webb holds three degrees from Indiana University-Bloomington: a Bachelor's degree in Spanish, Master of Science in Education, and Ph.D. in English Education: Second Language Studies. In addition, she completed work at the Complex Instruction Institute of Stanford University.



Julia Acosta, Wright State University

Julia Acosta serves as the Director of the Office of Latinx, Asian and Native American Affairs at Wright State University. She also teaches in the Organizational Leadership program within the College of Education and Human Services. Within the University, she serves on the University Steering Committee, the Race and Social Justice Committee, the Diversity Advisory Committee, and was elected to University's Unclassified Staff Council. In addition, Acosta acts as the advisor to several Latinx, Asian and Native American student organizations on campus.



Dr. Rashmi Assudani, Xavier University

Dr. Rashmi Assudani is a Professor and Chair of Department of Management & Entrepreneurship at Williams College of Business at Xavier University. In this role, she helps manage the academic areas of Management, Entrepreneurship and Strategic Human Resources in Williams College of Business. She earned her Ph.D. in Strategy & Organizations from McGill University in Montreal, Canada with her graduate degrees in business from The Netherlands and India. Dr. Assudani is the Faculty Advisor to Innovation Society at Xavier University, is a member of

the Academy of Management, and was recently selected for a Leadership program at The Harvard Kennedy School.



Dr. Sharon Barnes, University of Toledo

Dr. Sharon Barnes earned a Ph.D. in English from the University of Toledo. Her focus is in feminist and literary theory and 20th Century American women writers, with a special emphasis on African-American women poets. She developed and teaches many of the courses in the sexuality studies minor in WGST, and *Issues in Women's Studies*, a global, non-western, writing-intensive course open to all students. Other areas of expertise and interest include lesbian feminist thought and culture, queer theory and sexualities studies, ecofeminism, and feminist spirituality. She

is also interested in community justice organizing, and is a long-time supporter of Toledo's Take Back the Night.



Dr. Terri Feldman Barr, Miami University

Dr. Terri Barr is a Professor of Marketing and former Senior Director of International Programs in the Farmer School of Business at Miami University. She earned her Ph.D. from the University of Cincinnati, M.B.A. from Xavier University, and B.S. in Psychology from the College of William and Mary. Dr. Barr has served in several national professional organizations, including the Academic Council of the American Marketing Association (AMA), the Sales Special Interest Group of the AMA, and the National Conference in Sales Management. Dr. Barr is a licensed Real

Estate Sales Agent, and holds the professional sales certification of the National Association of Sales Professionals.



Kathleen Bolter, Western Michigan University and Bowling Green State University

Kathleen Bolter is an Instructor of Political Science at Western Michigan University and Bowling Green State University. Additionally, she works with the Regional Team at the W.E. Upjohn Institute for Employment Research consulting on economic development projects. Her research currently focuses on the political ramifications of economic insecurity and the role of government in regulating part-time and contingent work across advanced industrialized democracies.



Maggie Bolter, Shawnee State University

Maggie Bolter joined Shawnee State in 2016 as Institutional Research Analyst. She is liaising with campus partners in the creation of a data-informed campus. As a Tableau Desktop Certified Professional, she currently leads the cross-divisional team developing actionable dashboards across Shawnee State University. Maggie is passionate about data accessibility, dashboard design, and data transparency. She is currently a graduate student in the Marshall University Leadership Studies doctoral program.



Dr. Raymonda Burgman, HERS

Dr. Ray Burgman, founding director of the HERS Institute, works to boldly shape leadership. Dr. Burgman has long supported access, diversity, equity and inclusion in higher education. Her drive to create space for students to learn and thrive blossomed as a tenured faculty member and administrator at DePauw University, where over 12 years Dr. Burgman had several career-defining experiences. DePauw's strong support of her desire to develop as a higher education leader stands out prominently. She is an alumna of the HERS Institute and Harvard Institute on

Educational Management.

PRESENTERS



Amanda Bylczynski, Edison State Community College

Amanda Bylczynski is an associate professor of history at Edison State Community College in Piqua, Ohio. She earned her bachelor's in history and political science at the University of Wisconsin before pursuing her master's degree in history at Illinois State University and a master's degree in educational technology at the University of Central Missouri. She is currently in the final year of her doctorate program in community college leadership at Ferris State University.



Dr. Elaine A. Crable, Xavier University

Dr. Elaine A. Crable is a Professor of Information Systems at Xavier University. She teaches MIS Strategy in the MBA program as well as in undergraduate MIS courses. She previously served as Assistant Graduate Dean, Chair of the Department of Information Systems, and International Director. Her research focuses on behavioral and pedagogical issues as well as organizational enterprise systems, business intelligence and entrepreneurship efforts of women in developing countries.



Dr. Maria Cronley, Ohio Northern University

Dr. Maria Cronley serves as the Chief Academic Officer at Ohio Northern University. She shares the responsibility for the stewardship of the University's academic vision, working to foster a rigorous teaching and learning environment, inspiring high-quality scholarship and creative achievement, and leading strategic academic initiatives on behalf of the University. Dr. Cronley leads the University's academic affairs division to prepare students for life-long growth and success through combining liberal arts and professional education. Dr. Cronley earned her BSBA in marketing

from Bowling Green State University and her Ph.D. in marketing from the University of Cincinnati Lindner College of Business.



Dr. Angela Fitzpatrick, University of Cincinnati

Angela Fitzpatrick, Ph.D., serves as the Director of the Women's Center at the University of Cincinnati. She earned her Ph.D. in American Culture Studies with a graduate certificate in Women's Studies from Bowling Green State University, Master's degree from Bowling Green State University, and Bachelor's degree from the University of North Dakota. Dr. Fitzpatrick is a feminist activist and educator with more than a decade of experience building community, inspiring action, and uplifting student leaders in higher education.



Dr. Elena Foulis, The Ohio State University

Dr. Elena Foulis is a student-centered educator with over 15 years of experience in higher education. She holds her Bachelor's and Master's degrees in Spanish and Latin American Literature and a Ph.D. in Comparative Literature and Cultural Studies. Dr. Foulis teaches undergraduate courses in service-learning, Latin American Literature, and Spanish for Heritage Speakers. Her articles explore Latin@ voices through oral history, oral history as participatory pedagogy in service-learning classrooms, identity and place through linguistic landscape and ethnography and

family history is a useful tool in advanced heritage language writing courses.



Dr. Lyda G. Garcia, The Ohio State University

Dr. Lyda G. Garcia is an Assistant Professor in Meat Science at The Ohio State University. With a 70% teaching appointment and 30% in extension and outreach, Dr. Garcia is constantly touching lives. Whether visiting with youth agricultural programs about Meat Science or chatting about the future of our youth, Dr. Garcia always manages to fulfill her mission in life, which is to serve. Dr. Garcia firmly believes that giving back is a key component to making the world go round.



Dr. Asma Abdel Halim, University of Toledo

Dr. Asma Abdel Halim is an Associate Professor in the Department of Women's and Gender Studies, teaching courses on gender, international issues and non-Western cultures, including gender in international perspective, globalization, poverty, cultural practices, laws affecting the lives of women, violence against women, trafficking, and women in conflict and peace building. Her scholarly interests include legal and human rights issues under socio-cultural and religious mandates, particularly for Muslim and African women. She is the initiator of the UT

Center for the Muslim Woman. Her current research project examines the "Islamic" Sudanese laws (Personal Status Law and Criminal Laws) from a feminist perspective.



Linda Jayne, Cuyahoga Community College

Linda Jayne is a User Experience Architect, artist, designer, teacher, and small business owner. She takes those talents to work every day at Cuyahoga Community College (Tri-C®) in Cleveland. Linda has been with Tri-C® for 25 years, even more if you include her years as a student. She received her Associate Degree from Tri-C, has a BA in psychology and is currently working on her MBA. She is passionate about leading with an authentic self and her workshop is a hands-on experience that will help us find our authentic leadership style by discovering who we are as a person and the influences that shaped us.



Aleiah Jones, University of Toledo

Aleiah Jones is a 2013 graduate from The University of Toledo's College of Languages, Literature and Social Sciences in Sociology. She is a first generation Latina graduate and was born and raised in Toledo, Ohio. After completing her Master's degree in sociology she served on the administrative staff at Adelante Inc., the Latino and Community Resource Center. Her passion for working with college students is fulfilled in her position as a program coordinator in the Office of Multicultural Student Success at UT, while also being an advisor for the Latino Student Union.



Carol Tonge Mack, University of Cincinnati

Carol Tonge Mack is an Assistant Dean at the University of Cincinnati in the College of Arts and Sciences. She is the architect of the first Cultural Competence Workshop Series for the academic advising staff in the College of Arts and Sciences and was a co-founder of UC Black Women on the Move, an Employee Resource Group designed to create systematic and holistic changes university-wide to support and empower Black female staff members. She earned her Bachelor's degree in History from Middlebury College, Master's degree in Teaching, and a Masters of Education in

Counseling from the University of New Hampshire.



Deb Marke, University of Cincinnati

Deb Marke is the Program Coordinator for Activism and Leadership in the UC's Women's Center. She graduated from Wake Forest University with a B.S. in Health and Exercise Science with double minors in Women, Gender, and Sexuality Studies and Psychology. During her time UC she has aided students developing and finding their voice and building authentic community through leadership programming such as CONNECT and the Women in Leadership and Learning cohort program. Marke is a staunch black feminist with a particular passion in queer black activism,

student development, and popular culture.



Dr. Debra Mooney, Xavier University

Dr. Debra Mooney, Vice President for Mission and Identity and Founding Director of the Ruth J. and Robert A. Conway Institute for Jesuit Education, is responsible for promoting the active engagement of the campus community in carrying out the mission, vision and values of Xavier University. As the Chief Mission Officer, a licensed clinical psychologist and former University Wellness Coordinator, Dr. Mooney has focused her career on developing missionconscious leaders. She is author of 'Leadership Mastery and Moxie: A Guide and Journal for Career Women' and

"Leading With Moxie."



Carla Pattin, University of Toledo

Carla Pattin earned a Master's degree in sociology with a concentration in Critical Race Theory and Intersectionality, a B.A. in Africana Studies, and is a current doctoral candidate in Theory and Social Foundations. Her dissertation research examines the narratives of Black women college students' educational and career aspirations. Currently, she is the assistant editor of the Journal of Colorism Studies. She has a publication with the journal, and a collaborative book chapter with McGraw Hill titled, Women's Health Across the Lifespan: A Pharmacotherapeutic Approach.



Dr. Narcisa A. Polonio, Greenwood/Asher & Associates

Narcisa A. Polonio, Ed.D., is the Executive Team Leader for the Community College Practice at Greenwood/Asher & Associates. She previously served as Chief Operating Officer for Replication and Program Strategies, Inc., President of Harcum College (PA and Hudson County Community College (NJ), Director of the Office of Community Colleges, New Jersey Department of Higher Education, and as a faculty member for the Institute for Educational Management, Graduate School of Education, at Harvard University. She attended Foothill Community College (CA) and earned a

B.A. from San Jose State University, an M.A. from Stanford University, and an Ed.D. from the University of Massachusetts, Amherst.

PRESENTERS



Kristine King Robbins, Otterbein University

Kristine King Robbins serves as Vice President and Chief of Staff in the President's Office at Otterbein University. In this role she serves as principal aide and advisor to the President, member of the President's Cabinet, facilitator for current and emerging strategic initiatives as well as liaison to the Board of Trustees. Robbins also serves as an adjunct faculty member for the Leadership Certificate Program at Otterbein. Robbins received a Master of Science degree in Management, Leadership, and Strategy from Michigan State University's Eli Broad College of Business and

a Bachelor of Arts degree from The Ohio State University in International Studies with minors in Spanish and International Business



Dr. Mary T. Rodriguez, The Ohio State University

Dr. Mary T. Rodriguez is an Assistant Professor of community leadership at The Ohio State University. Her research focuses on individual behavior changes that can impact household food security. She mostly works with new immigrant populations in Ohio and abroad with agrarian communities in Sub-Saharan Africa. She is also investigating the impact household food security can have on community resiliency. As a first-generation Latina, Rodriguez works with students to strengthen their capacity to work with diverse populations. She is passionate

about increasing the diversity in her field and serving as a mentor for students.



Marcie Simms, Shawnee State University

Marcie Hatfield-Simms is the Dean of Students at Shawnee State University. In her role, she is responsible for student conduct, strategic planning, and budgeting for multiple areas. Areas that report to her include Campus Life, Housing and Residence Life, Diversity and Inclusion, the Women's and Gender Equity Center, and Fraternity and Sorority Life. She is a proud first-generation student, originally from West Virginia. Marcie is responsible for the development of the "I am First Gen" program and the Shawnee Ambassador program. Marcie has worked at SSU for 13 years. She is

currently a doctoral student in the educational leadership program at Marshall University.



Danielle M. Stamper, University of Toledo

Danielle M. Stamper is a Program Coordinator in the Office of Multicultural Student Success at The University of Toledo, where she is responsible for LGBTQA+ programs and services. Stamper is a two-time graduate of The University of Toledo, with a B.A. in Women's and Gender Studies and Sociology, and a Master's degree in Social Work. She is currently pursuing an Ed.D. in Leadership Studies at Bowling Green State University. She is also engaged in activism surrounding social justice issues, including racial justice, reproductive justice, and LGBTQ rights.



Dr. Sandra Schroer, Muskingum University

Sandra Schroer, Ph.D. is a Professor and Chair of the Department of Sociology and Anthropology at Muskingum University. She is a recipient of the William Oxley Thompson Award for excellence in teaching. In 2017 she created Muskingum University's first bridge program for the academic success of first-year athletes. Today, Dr. Schroer leads the Inclusive Excellence team and serves on the Integrated Student Success Leadership team, a segment of Muskingum's strategic planning initiative. Dr. Schroer earned her Ph.D. at Western Michigan University as the

Leonard C. Kercher Fellow. She is a member of the 2018 cohort of the HERS Institute at Bryn Mawr.



Kelley Webb, University of Toledo

Kelley Webb is a social entrepreneur, family advocate, and a doctoral student in the Educational Theory and Social Foundations program at the University of Toledo. Her focus is on identity within the family culture in the education system and is studying to become a clinical mental health counselor. Recently, Webb started a non-profit called Matching Peace, which builds connection through exposure to new ideas, concepts, and people. Through her family-to-family mentoring program, she focuses on bringing families together that otherwise would not have the

opportunity to connect.



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