

*Learn.
Connect.
Inspire.*

aceohiowomen.org



WOMEN'S NETWORK OHIO

23RD ANNUAL CONFERENCE

NOVEMBER 5, 2021



OHIO
UNIVERSITY

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PROUD SPONSOR

Ohio University is proud to host the 23rd Annual Statewide Conference of the American Council on Education Women's Network - Ohio (ACE WNO). We are honored to assist the organization in its important mission of facilitating the networking of women interested in pursuing leadership opportunities in higher education.

Established in 1804 as the first public institution of higher learning in the Northwest Territory, Ohio University is about more than just education. Part of our mission is to help our students become leaders in their communities, and that same mission carries over to our faculty and staff. We are pleased to be a part of this national program, and in particular this award-winning state branch, that is committed to women's advancement in higher education.

As the President of Ohio University, I am grateful for the outstanding women leaders in my President's Council, the women who serve as Deans, and for all of the women in leadership roles across our campuses. I am also proud to say that we have several excellent programs that specifically support the advancement of women. These programs include Women Leading Ohio, which is an early career faculty and staff development program.



Hugh Sherman, Ph.D.
President
Ohio University

I hope you enjoy this year's conference and take advantage of the opportunities to network and to learn from expert speakers and from each other.

About Ohio University

Ohio University is approximately one-third the size of Ohio State but benefits from its homey feel compared to the cast of tens of thousands in Columbus.

With top-notch programs in journalism, business, and engineering, Ohio University has become a competitive public research institution without shedding its small-town roots. Faculty interests range from dinosaur anatomy to rural diabetes rates. Students here love to hit the town for fun but are quick to hit the books too.

Established in 1804 as the first institution of higher learning in the old Northwest Territory, Ohio University is located in Athens, which lies about 75 miles southeast of Columbus, the state capital, and was named after the ancient center of learning in Greece. Encircled by winding hills, the campus features neo-Georgian architecture, tree-lined redbrick walkways, and white-columned buildings all clustered on "greens," which are like small neighborhoods. Long walks are especially nice during the fall foliage season. In an effort to improve campus sustainability, all new construction and renovation projects follow standards for LEED Silver or higher certification.

Since 1946 the University's service as the major educational and cultural institution in southeastern Ohio has included regional campuses in Chillicothe, Ironton, Lancaster, St. Clairsville, and Zanesville. The University also has established centers in Pickerington, Proctorville, and Beavercreek, while the institution's Heritage College of Osteopathic Medicine has expanded its presence to include extension campuses in Dublin and Cleveland.

Today, the regional campuses collectively enroll over 5,000 students, making the full-time, part-time, and eLearning unduplicated 2020-21 total enrollment for Ohio University over 30,000. *(Continued on inside back cover)*

ACE WNO would like to extend a special thank you to our host, Ohio University, for sponsoring the conference and executing the administrative details to bring the virtual conference together.



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 institutional 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 (IEG) and the American Council on Education (ACE).

Table of Contents

In order for you to easily navigate the program, the table of contents has been hyperlinked. Clicking on a heading below will take you directly to that section in the program.

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If you have any issues accessing the conference, please call the **Women's Center at Ohio University** at (740) 593-9625 or email Geneva Murray at murraym2@ohio.edu.
Calling will allow for a more immediate response.

Welcome!

Welcome to our **23rd annual American Council on Education Women's Network-Ohio (ACE WNO) Conference!** As we are still adapting to the COVID world, we have *Learn, Connect, Inspire* as our theme for our second virtual conference. This theme is about encouraging us to reflect on what we have learned, to celebrate the strength of our community experience, and inspire ourselves and others to continue our growth and transformation.

Today, we are creating an authentic virtual space that is free of judgment and filled with empowerment and community. We hope you feel refreshed and reenergized when you return to your campus community. Congratulations to all of our award and scholarship recipients. We are proud to honor your achievements.

ACE WNO has much to celebrate, and this past year has brought on a number of accomplishments. Last year's first virtual conference brought us a record number of attendees and taught us that disruption can be used as a force for good. We have elected several new executive board members, and we continue to put our money where our mouth is by distributing professional development awards and Campus Conversation grants throughout the state.

This year, OHIO University has graciously served as our host. We would like to extend a special thank you to President Hugh Sherman and the entire OHIO University family for their gracious support of ACE WNO.

ACE WNO would not be a strong organization or have such a well-attended conference without a number of organizations and individuals who are committed to making that happen. We would like to thank the HERS organization for their consistent sponsorship not only of our organization but of our overall goal to provide professional development opportunities for women. Thank you to HERS president Dr. Gloria D. Thomas who will be delivering today's Plenary: "Recognizing and Responding to Microaggressions" with support from Amanda Shaffer. We would like to recognize the commitment and time provided by this year's incomparable higher education leaders: Dr. Elizabeth Sayers of Ohio University, Dr. Grace Wang of The Ohio State University, President Denise McCorty of Metropolitan Campus, Cuyahoga Community College, President Marcia Ballinger of Lorain County Community College and President Monica Posey of Cincinnati State, who will enlighten us with their wisdom on the Presidential and Leadership Panel.

In addition, we would like to thank our current presidential sponsors, Lourdes University President Mary Ann Gawelek, and Wright State University President, Dr. Susan Edwards, for their steadfast support. To our Institutional Representatives, the 2021 Conference Planning Committee, and ACE WNO Executive Board, we could not have done this without your passion for this work and your faithful devotion.

Please take the time today to network with colleagues, make new friends, collaborate on a project, and form new partnerships. We are stronger together regardless of position and career path!

ACE WNO State Co-Chairs



Dr. Loleta B. Collins

Assistant Dean for College Credit Plus
Academics
Edison State Community College



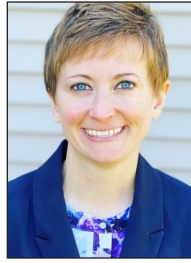
Kristine King Robbins

Human Resources & Program
Resources Director
Communities In Schools of Ohio

ACE Women's Network-Ohio Executive Board • 2021 - 2022



Dr. Loleta B. Collins
*Edison State
Community College*



Dr. Holly Craider
*Cuyahoga
Community College*



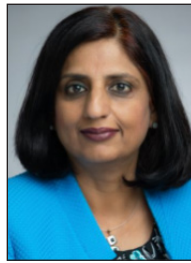
Samantha Groh
*University
of Cincinnati*



Dr. LaShonda Gurley
*The Ohio State University
at Lima*



Dr. Shantelle K. Jenkins
*Mount Vernon
Nazarene University*



Dr. Rita Kumar
*University
of Cincinnati*



Dr. Ladorian Latin
*Franklin
University*



Carol Tonge Mack
*University
of Cincinnati*



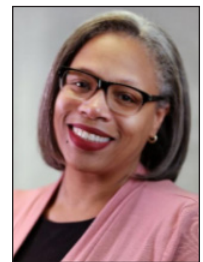
Viva McCarver
*Bowling Green
State University*



Dr. M. Geneva Murray
*Ohio
University*



Amanda Nolan
*Cuyahoga
Community College*



Dr. Desiree Polk-Bland
*Columbus State
Community College*



Kristine King Robbins
*Communities in
Schools of Ohio*



Dr. Sarah C. Wallis
*Union Institute
& University*



Amanda Watkins
*Wright
State University*

ACE WNO 2021 AWARDS

The ACE Women's Network-Ohio has created four state-wide professional awards designed to recognize the diverse groups who participate in the Network. Listed below are the distinct eligibility and criteria for each award. All 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:

- I**dentifying women leaders
- D**eveloping their leadership abilities
- E**ncouraging the use of those abilities
- A**dvancing women's careers
- L**inking women leaders to other women and to mentors, and
- S**upporting 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.

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.

Campus Conversation Grants

Each year ACE WNO allocates funding based on budget surplus to support women's leadership development activities on campuses in Ohio that foster continued conversation and collaboration. The Executive board can award up to seven Campus Conversation grants that Institutional Representatives (IRs) can apply for to help reimburse costs for materials, marketing, refreshments, etc.

Microsoft Teams Instructions

The ACE Women's Network Ohio 2021 conference is hosted via Microsoft Teams, using both Teams meetings and Webinar formats. Please review the full program and click on the associated link to enter the session that you would like to attend. We do encourage you to download the Microsoft Teams application in order to ensure that you can access all Teams functions, including the ability to view and type in the chat.

Waiting rooms will be set up for all concurrent sessions, and we will admit you to the session when presenters and moderators are ready. As a participant, we ask that you mute your microphone and turn off your video until either the question-and-answer period of your session, or until directed by the presenter(s). Each concurrent session has a unique link, which you will use to attend the sessions of your choosing throughout the day.

Technology Issues

If there are technological issues that cause any of the sessions that you are attending to completely shut down, we will follow up with you directly via the email we received for you during the registration process and provide you with an updated link to your session.

Having difficulty accessing the conference? Call or email us.

If you have any issues accessing the conference, please call the Women's Center at Ohio University at 740-593-9625 or email Dr. M. Geneva Murray at murraym2@ohio.edu. Calling will allow for a more immediate response.

Glimpse Instructions

The networking portion of our program today [will be hosted on Glimpse](#).

Access Glimpse

- To begin, create a profile for the event. Please note: your name and bio will be shown to the people you match with.
- When you join, you will be matched with another attendee immediately so be ready!
- When the time is up the video and audio of your current match will start to slowly fade away - you may extend your match for extra time when prompted with the one you'd like!
- When you are in-between matches, you must hit the accept button in order to be matched with another attendee or the match will expire and you will be provided with another match option.

Conference At-A-Glance

The title of each session is hyperlinked and will take you directly to the session.

9:00 - 9:10 AM [Welcome](#)

9:10 - 9:25 AM [Award Presentations](#)

9:35 - 10:35 AM [Presidential/Leadership Panel](#)

Dr. Marcia Ballinger, *Lorain County Community College*
President

Dr. Denise McCory, *Metropolitan Campus, Cuyahoga Community College*
President

Dr. Monica Posey, *Cincinnati State*
President

Dr. Elizabeth Sayrs, *Ohio University*
Executive Vice President and Provost

Dr. Grace Wang, *The Ohio State University*
Executive Vice President for Research, Innovation and Knowledge Enterprise
Moderator: Dr. Rita Kumar (*University of Cincinnati*)

10:35 - 10:45 AM [Break](#)

10:45 - 11:35 AM [Concurrent Session I](#)

 **Faculty and Inclusion:**

[Lessons From COVID: How Do We Design and Teach in a Way That Fosters Belonging for Our Students](#)

Presenters: Courtney L. Clarke, Ed.D and Tyler Olson, M.A.
(*Cuyahoga Community College*)

Moderator: Dr. M. Geneva Murray (*Ohio University*)

 **Building Community Through Diversity, Equity, and Inclusion:**
[Mentoring, Sponsoring and Uplifting Women: Pandemic Stories From International Graduate Students of Color](#)

Presenters: Grace Sikapokoo MBA, Kujang Laki MA, and Iman Ikram
MBA, BDS (*Ohio University*)

Moderator: Dr. Shantelle K. Jenkins (*Mount Vernon Nazarene University*)

 **Building Community Through Diversity, Equity, and Inclusion:**
[Navigating the Academy as a Black Woman: When the Lines Intersect](#)

Presenter: Erica Parish (*Owens Community College*)

Moderator: Carol Tonge Mack (*University of Cincinnati*)



Personal Empowerment and Development:

An Exercise in Bravery: Authenticity, Differences, and Thriving in Higher Education

Presenters: Kim Johnson, Ed.D. and Holly Craider, Ph.D. (*Cuyahoga Community College*)

Moderator: Dr. LaShonda Gurley (*The Ohio State University at Lima*)



COVID-19, It's Aftermath and Realizations:

Looking Back, Looking Forward: Leading Through the Pandemic and Beyond

Presenter: Hilary L. Link, PhD, President (*Allegheny College*)

Moderator: Kristine King Robbins (*Communities in Schools in Ohio*)

11:35 - 11:50 AM

Speed Networking or Break - Change of platform: Glimpse*

**If asked for an event key, please enter 442D4BB*

Maximize Your Networking Time

Introduce yourself! Share your name, pronouns if you'd like, and what field you study/work in!

Each room has the opportunity to utilize some engaging features:

- Ice breaker questions
- Short games
- Photo booth - take a picture and share on social media with our conference hashtag!

Feel free to utilize the time with your match as you see fit and consider sharing contact information if it feels appropriate!

11:50 - 12:30 PM

Lunch

12:30 – 1:30 PM

Plenary: Recognizing and Responding to Microaggressions: Tools and Strategies for Women of Color & Other Minoritized Groups and Their Allies

Presenters: Gloria D. Thomas, PhD, President of HERS and Amanda Shaffer, Diversity Officer, College of Agriculture and Natural Resources (AGNR) (*University of Maryland*)

Moderator: Amanda Nolan (*Cuyahoga Community College*)

1:30 - 1:45 PM

Essential Oils

Presenter: Velina K. Bogart, BS, MBA (*Sweet Dreams and Oils*)

Moderator: Dr. Loleta B. Collins (*Edison State Community College*)

 Faculty and Inclusion:**Creating Interactive Undergraduate Medical Education Modules That Can Be Adapted to Virtual Format**

Presenters: Marilyn J Kindig, DO, Avni Gupta, BS, and Elana Fackler, BS
(*Wright State University*)

Moderator: Dr. Ladorian Latin (*Franklin University*)

 Building Community Through Diversity, Equity, and Inclusion:**Liberating the Pink Silos: Inclusive Leadership Inside Columbus State's Women's Employee Resource Group**

Presenters: Dr. Crystal Clark, Dr. Tina Diggs, and Laurie L. Johns (*Columbus State Community College*)

Moderator: Dr. Desiree Polk-Bland (*Columbus State Community College*)

 Personal Empowerment and Development:**Self-Care as a Pathway to Professional Well-Being**

Presenter: Dr. Megan Sweet (*Your 3 Eyes*)

Moderator: Dr. Loleta B. Collins (*Edison State Community College*)

 Personal Empowerment and Development:**O Captain! Wait – Who's My Captain? How to Navigate in Today's Distracted, Over-Connected, Constantly Interrupted Tech Environments**

Presenter: Linda Stacy (*LivingBluePrints*)

Moderator: Samantha Groh (*University of Cincinnati*)

 COVID-19, It's Aftermath and Realizations:**Myth of The Superwoman: Was COVID-19 Your Kryptonite?**

Presenters: Kate Hibbard-Gibbons, Ph.D. and Michelle Pride, Ph.D.
(*Ohio University*)

Moderator: Dr. Shantelle K. Jenkins (*Mount Vernon Nazarene University*)

 Faculty and Inclusion:**Intentionally Recruiting and Retaining African American Faculty at Predominantly White Institutions****Presenter:** Dr. Monica J. Lowe (*MJ Lowe Consulting & Resources, LLC*)**Moderator:** Viva McCarver (*Bowling Green State University*) **Building Community Through Diversity, Equity, and Inclusion:**
Diversity and Inclusion: What About Deaf People?**Presenter:** Cheryl Prusinski, MA, MS (*Ohio University*)**Moderator:** Kristine King Robbins (*Communities in Schools in Ohio*) **Personal Empowerment and Development:****Design Your Life...In an Hour or Less!****Presenter:** Dr. LaShonda Gurley (*The Ohio State University at Lima*)**Moderator:** Amanda Watkins (*Wright State University*) **Personal Empowerment and Development:****Dismantling the Psychological Effects of the Glass Ceiling****Presenter:** Melinda Wells (*Melyan Group*)**Moderator:** Dr. Holly Craider (*Cuyahoga Community College*) **COVID-19, It's Aftermath and Realizations:****Let's Take a Moment: Looking at the Work Family Needs and Perceptions of Identity in MotherScholars during COVID-19****Presenters:** Dr. Megan Reister and Dr. Christina Safranski (*Franciscan University of Steubenville*)**Moderator:** Amanda Nolan (*Cuyahoga Community College*)**Door Prizes and Closing Remarks****Dr. Loleta Collins, ACE WNO State Co-Chair****Kristine King Robbins, ACE WNO State Co-Chair****ACE WNO IR Meet-Up**

For Current and NEW IR Members

Amanda Watkins, ACE WNO Executive Board Member

Concurrent Sessions

Concurrent Session I • 10:45 AM - 11:35 AM

Faculty and Inclusion:

Lessons From COVID: How Do We Design and Teach in a Way That Fosters Belonging For Our Students

Presenters: Courtney L. Clarke, Ed.D. and Tyler Olson, M.A. (*Cuyahoga Community College*)

Moderator: Dr. M. Geneva Murray (*Ohio University*)

The move to online teaching at the onset of the COVID-19 pandemic was difficult for many educators, especially those who had honed their approach to inclusive teaching in the physical classroom. Overnight, educators had to adapt and reinvent themselves in the online space; intentionally adapting inclusive practices was no easy task. Fostering a sense of belonging among students in the learning community is a critical pillar for inclusive teaching (Ambrose, et al., 2010). This workshop will provide educators with an opportunity to reflect on the importance of cultivating belonging for students. Additionally, the presenters will facilitate reflective discussion on lessons learned during the pandemic with their peers, while also providing exposure to established and effective inclusive teaching models for the online learning environment. Finally, it will provide a framework for continuing to develop a reflective teaching practice, which lays a foundation for inclusive teaching, online and in person.

Building Community through Diversity, Equity, and Inclusion:

Mentoring, Sponsoring and Uplifting Women: Pandemic Stories From International Graduate Students of Color

Presenters: Grace Sikapokoo MBA, Kujang Laki MA, and Iman Ikram MBA, BDS (*Ohio University*)

Moderator: Dr. Shantelle K. Jenkins (*Mount Vernon Nazarene University*)

Stories help in the sensemaking of our complex collective experiences in our daily lives. It is powerful to hear another woman's story of triumph or hardship that convinces others that they can also thrive. Negotiating multiple identities as educators, learners, women, mothers, sisters, daughters, and international people of color during the pandemic has been immensely challenging. Hence, the purpose of this presentation is to share our lived realities as three international health communication graduate students of color. Specifically, how we supported each other through our struggles of physical and mental health, research and scholarship, and education and teaching. In doing so, we share our stories to cultivate spaces where women can share, learn, and foster a sense of community. A community that inspires continued growth for women, whilst navigating their multiple identities in higher education.

Building Community through Diversity, Equity, and Inclusion:

Navigating the Academy as a Black Woman: When the Lines Intersect

Presenter: Erica Parish (*Owens Community College*)

Moderator: Carol Tonge Mack (*University of Cincinnati*)

The session will discuss how our gender and racial identities intersect and the challenges and rewards we deal with as a result. Attendees will have the opportunity to share their personal stories, listen to others and offer tips on how to remain encouraged all while inspiring the next leaders.

Personal Empowerment and Development:

An Exercise in Bravery: Authenticity, Differences, and Thriving in Higher Education

Presenters: Kim Johnson, Ed.D. and Holly Craider, Ph.D. (*Cuyahoga Community College*)

Moderator: Dr. LaShonda Gurley (*Ohio State University at Lima*)

Higher education is thought to be an inclusive field that embraces all perspectives and people regardless of background. Despite this reputation, women in the field continue to deal with instances of discrimination, exclusion, and social constructionism. In this session, we will discuss how authenticity in embracing “differences” becomes a tool for advancing women in higher education.

COVID-19, It's Aftermath and Realizations:

Looking Back, Looking Forward: Leading Through the Pandemic and Beyond

Presenter: Hilary L. Link, PhD, President of Allegheny College

Moderator: Kristine King Robbins (*Communities in Schools of Ohio*)

As an interdisciplinary scholar of Renaissance art and literature, Allegheny College President Hilary L. Link, Ph.D., has been trained — like the artists, scientists and humanists that inspire her — to see the world through multiple lenses. As the first female president in the college's 200+ years, her Renaissance vision and modern management style — agile, collaborative, consistent and entrepreneurial — proved particularly effective during the pandemic. She seized the moment not merely to ‘adapt’ to COVID-19 protocols but as an opportunity to be creative for the future. President Link sees colleges and universities as critical to the economic and cultural vitality of the regions where they are located. She'll demonstrate how courageous and transformational leadership can help institutions prepare students for jobs that don't even exist yet, accelerate short- and long-term revitalization in college towns, and catapult off challenges posed by the pandemic, social injustice and financial adversities to address climate action.

Concurrent Session II • 1:45 PM - 2:45 PM

Faculty and Inclusion:

Creating Interactive Undergraduate Medical Education Modules That Can Be Adapted to Virtual Format

Presenters: Marilyn J Kindig, DO, Avni Gupta, BS, and Elana Fackler, BS (*Wright State University*)

Moderator: Dr. Ladorian Latin (*Franklin University*)

This workshop addresses creating interactive teaching modules including simulation labs, video orientation materials, and vignette-based didactics presentations that can be adapted to be online. We also discuss how to involve fourth year medical students in the curriculum planning to help them become well rounded future residents with experience in medical student teaching and mentorship. These innovative educational formats allow for both fourth year medical student teachers and third year medical student learners to be engaged in interactive education on an online platform. In this dynamic workshop, we will discuss how to create interactive, culturally competent virtual education materials. We will show examples of our students' prepared materials. In break-out groups, participants will bring their own ideas, receive templates for teaching modules, practice the techniques and will be provided with feedback from peers. We will then return to large group for discussion of opportunities and barriers of the virtual education setting.

Building Community Through Diversity, Equity, and Inclusion:

Liberating the Pink Silos: Inclusive Leadership Inside Columbus State's Women's Employee Resource Group

Presenters: Dr. Crystal Clark, Dr. Tina Diggs, and Laurie L. Johns (*Columbus State Community College*)

Moderator: Dr. Desiree Polk-Bland (*Columbus State Community College*)

Byham, Smith, and Paese (2002) define ideal leadership as UNconfined by functional silos. This leadership requires the fluidity and adaptability cultivated in spaces of "rehumanized work" (Brown, 2012, p. 15), where engagement and empathy prevail (Abrams, 2019). Liberating the *Pink Silos: Inclusive Leadership inside Columbus State's Women's Employee Resource Group (WERG) will discuss interactively what it means to "cultivate courage, compassion, and connection" (Brown, 2012, p. 10) in the workspace for the empowerment and advancement of women and their allies, and it will discuss what that cultivation requires within the context of awareness and ambiguity brought on by the COVID-19 pandemic, DEI initiatives, and political/social/economic unrest.

Personal Empowerment and Development:

Self-Care as a Pathway to Professional Well-Being

Presenter: Dr. Megan Sweet (*Your 3 Eyes*)

Moderator: Dr. Loleta B. Collins (*Edison State Community College*)

Women are growing as leaders in colleges and universities across the country, yet we are also burning out at alarming rates. While counter-intuitive to most of us, learning to prioritize our relationship with, and care for, ourselves is proving to have a significant impact on our ability to stay engaged and effective in our roles. In this interactive workshop, we will discuss some of the emerging research and participants will learn practical tools they can apply immediately to their lives.

Personal Empowerment and Development:

O Captain! Wait – Who’s My Captain? How to Navigate in Today’s Distracted, Over-Connected, Constantly Interrupted Tech Environments

Presenter: Linda Stacy, MS (*LivingBluePrints*)

Moderator: Samantha Groh (*University of Cincinnati*)

In today’s fast-paced work and personal environments, the constant demand on our attention and energy leaves the best of us overextended and often overwhelmed. Competing priorities can make it difficult to stay focused and on task. Even the most accomplished among us desire to operate with a better sense of control, direction, and purpose. Add to that, the myriad of devices originally intended to make us more efficient, but in reality, end up forcing us to juggle even more. Our brains aren’t wired for all this, but we can learn to be productive, gain more energy, and live/work optimally. In this workshop, we’ll learn how to:

- Assess and distill current projects, “to-dos,” and other commitments.
- Create clarity around long-term personal and professional goals.
- Understand how our brain and body perform at their best and gain ideas to maintain and gain energy.

COVID-19, It’s Aftermath and Realizations:

Myth of The Superwoman: Was COVID-19 Your Kryptonite?

Presenters: Kate Hibbard-Gibbons, Ph.D. and Michelle Pride, Ph.D. (*Ohio University*)

Moderator: Dr. Shantelle K. Jenkins (*Mount Vernon Nazarene University*)

The APA dictionary of psychology defines superwoman syndrome as a set of characteristics found in a woman who performs or attempts to perform all the duties typically associated with several different full-time roles, such as wage earner, mother, homemaker, and wife. We want to acknowledge that the myth of the superwoman may be a loaded term that means different things to different people. The cultural and intersectional implications have often gone unacknowledged in the literature and the term has been mostly ‘whitewashed’ by removing it from a context that challenged the role of white supremacy in creating this myth. This session will explore how the pressures of the Superwoman were exacerbated by the challenges of the pandemic, as well as how characteristics such as race, SES, and ability status intersect with the Myth of the Superwoman.

Concurrent Session III • 2:50 PM - 3:40 PM

Faculty and Inclusion:

Intentionally Recruiting and Retaining African American Faculty at Predominantly White Institutions

Presenter: Dr. Monica J. Lowe (*MJ Lowe Consulting & Resources, LLC*)

Moderator: Viva McCarver (*Bowling Green State University*)

Despite a growing population, the underrepresentation of African American faculty in predominantly White institutions (PWIs) is a growing concern in the United States. Recent studies indicate PWIs focused on increasing minority student enrollment, particularly among African Americans, but not on recruiting and retaining African American faculty. The purpose of this basic qualitative study was to obtain the perspectives of faculty members regarding recruitment and retention of African American faculty at PWIs. The goal was to identify faculty perspectives on recruitment and retention, based upon their personal experiences. Conceptual frameworks for this study were Bell's critical race theory and Tajfel's social identity theory. Seven African American and three European American faculty who had worked at a PWI for a minimum of 2 years, served on faculty search committees or provided advocacy for African American faculty through mentoring, coteaching or conducting core search participated in semi structured interviews. Data from interviews were analyzed using a seven-step process that included both NVIVO 12 Plus and hand coding. The key results from the study involved (a) distinctions of privilege, (b) White faculty functions, (c) views of diversity, (d) search committee actions, (e) institutional barriers and (f) approaches to mentoring. These findings may offer next steps for future studies. Social change implications include PWIs willingness to make systemic changes to institutional barriers and developing sustainable partnerships with Historically Black Colleges and Universities or other minority organizations.

Building Community Through Diversity, Equity, and Inclusion:

Diversity and Inclusion: What about Deaf people?

Presenter: Cheryl Prusinski (*Ohio University*)

Moderator: Kristi Robbins (*Communities in Schools of Ohio*)

The topic of diversity and inclusion is a buzz word in today's society. When we discuss diversity and inclusion, we often talk about disabled people and minority/oppressed groups. Disabled and minority groups are part of the "hearing" community. Daily conversations and access to information are transmitted audibly. Their hearing privileges they have allow them to have access to the general community. Deaf people do not have the same audible privileges. They often are overlooked, forgotten and excluded when we discuss diversity and inclusion. This workshop will discuss the "hearing" privileges and how they impact Deaf people. Participants will learn about Deaf culture and how to include Deaf people to create authentic diversity and inclusion.

Personal Empowerment and Development:

Design Your Life...In An Hour Or Less!

Presenter: LaShonda Gurley (*The Ohio State University at Lima*)

Moderator: Amanda Watkins (*Wright State University*)

Have you ever wanted to “design your life”? Looking to prototype another career or interest pathway? Let’s “design your life”...in an hour or less! Participants will be exposed to the highlights of design thinking- engagement, reflection, and storytelling- while discovering new things about themselves. This workshop will encourage participants to reflect, plan, and explore to “design” their next course in life!

Personal Empowerment and Development:

Dismantling the Psychological Effects of the Glass Ceiling

Presenter: Melinda Wells (*Melan Group*)

Moderator: Dr. Holly Craider (*Cuyahoga Community College*)

The glass ceiling is an unacknowledged discriminatory barrier that prevents women from rising to positions of power or responsibility within an organization. But, what if the ‘glass ceiling did not exist? Let’s dig deep into the psychological effects of the glass ceiling and how to best leverage this hidden crutch. Join me a senior woman leader in Silicon Valleys’ tech sector and get advice on how to succeed, lead and dismantle the glass ceiling.

COVID-19, It’s Aftermath and Realizations:

Let’s Take a Moment: Looking at the Work Family Needs and Perceptions of Identity In MotherScholars during COVID-19

Presenters: Dr. Megan Reister (*Franciscan University of Steubenville*) and Dr. Christina Safranski, (*Franciscan University of Steubenville*)

Moderator: Amanda Nolan (*Cuyahoga Community College*)

The study supplies MotherScholars’ perspectives/experiences of identity and work-family balance during the pandemic. MotherScholars were asked to discuss their intellectual work and how maternal identity impacted academic work during the pandemic. Findings provide a glimpse into how MotherScholars’ perceptions of identity were influenced or affected by the pandemic and how they strove to achieve or maintain work-family balance. Since learning as a Scholar-Practitioner is discursive and deliberative, individuals are encouraged to share their stories with others and to form a Community of Practice in which to nurture their growth and development (Piantanida et al., 2019). The same could be said for MotherScholars – they are stronger together than apart in shared experiences! As MotherScholars who are living, working, and caregiving at this very moment, it is crucial to look at MotherScholars and to come together for solidarity and support as they define themselves and as they attempt to achieve work-family balance. It’s important to us that participants are able to leave with tangible “takeaways” from each session.

Presidential and Leadership Panel

Dr. Marcia Ballinger, President *Lorain County Community College*

Marcia Ballinger, Ph. D., has over 30 years in community college leadership roles advancing student success, workforce and economic development, strategic planning, and institutional advancement. She serves as Lorain County Community College's (LCCC) fifth president and previously held positions as Provost, Vice President for Strategic Development, and Vice President LCCC's Foundation. Dr. Ballinger's fundamental belief that "Every Student's Dream Matters," is at the core of LCCC's Culture of Care. Her unwavering commitment to equity and student success has led to significant reductions in educational achievement gaps – especially for underserved students. She is an inaugural member of the Aspen Institute's Presidential Fellowship.



Further advancing workforce development and student success nationally, statewide and regionally, Dr. Ballinger currently serves as Co-Chair for Jobs for the Future (JFF) Community College Workforce Consortium, JFF Policy Leadership Trust for Student Success Career Connections Work Group, American Association of Community Colleges (AACC) Expanding Community College Apprenticeship Taskforce, and TeamNEO Talent Development Council. She also serves on the Board of Directors for the JFF National Student Trust for Student Success Committee, AACC Commission on Student Success, the Advanced Robotics for Manufacturing (ARM), Strategic Horizons Network (SHN) Design Team, and the National Advisory Board of the Center for Community College Student Engagement.

Under her leadership, LCCC garnered the top two national honors for excellence in student success awarded by the American Association of Community Colleges (AACC) as "First in the Nation for Excellence in Student Success" in 2018 and by Achieving the Dream, Inc. (ATD) as the Leah Meyer Austin Award recipient in 2020. Her other notable accolades include recognition as a 2020 Crain's Cleveland Business Power 150 Leaders in Northeast Ohio and the 2020 Pacesetter Award by the National Council for Marketing and Public Relations (NCMPR).

Dr. Ballinger holds a Ph.D. in Community College Leadership from Walden University, an MBA from Kent State University, and a BA in Journalism from Indiana University of Pennsylvania.

Dr. Denise McCorry, President

Metropolitan Campus, Cuyahoga Community College

Dr. McCorry is the President of the Metropolitan Campus of Cuyahoga Community College (Tri-C) in Cleveland, Ohio. Dr. McCorry oversees a campus of over 4,000 students, as well as the engineering, manufacturing, and creative arts centers of excellence. The campus has two early college high schools, the Rock and Roll Hall of Fame Library and Archives, and a preventative care center that provides health and wellness screenings and rehabilitation services to the community at free or reduced costs.

Dr. McCorry has worked in higher education for over 20 years. At Tri-C, she has served in a number of roles, including director of a NASA-funded K-12 program, student success coordinator, dean of student affairs, and dean of academic affairs. For several years, Dr. McCorry served on the executive board of the American Council on Education Women's Network of Ohio, an organization that supports the development and advancement of women in higher education. She is also a peer reviewer for the Higher Learning Commission, and she serves on several local and national boards, including the Campus District Executive Board, Blacks in Management, and the National Council on Student Development.

Dr. McCorry earned a bachelor's degree in English from Ohio University, a master's in adult learning and development from Cleveland State University, a doctorate in higher education leadership from Walden University, and a graduate certificate in college writing from Bowling Green State University.



Dr. Monica Posey, President

Cincinnati State Technical and Community College

Dr. Monica Posey became president of Cincinnati State in 2016 and has worked to energize the College with a collaborative leadership style, and a vision for increasing student success and strengthening employer engagement.

Dr. Posey holds a Doctor of Education from the University of Cincinnati, a Master of Business Administration from The Wharton School, University of Pennsylvania, and a Bachelor of Science from Cornell University.

After a business career with AT&T Company, Dr. Posey moved into higher education first at UC as Assistant Director of Career Development, and in 1992 at Cincinnati State, with positions assistant dean, director Institutional Research, academic vice president, provost, and president. During much of her career she also taught Business Statistics as an adjunct instructor at UC, after completing PhD coursework in Quantitative Analysis.

Dr. Posey's list of recognitions includes the Business Courier Women Who Mean Business, the Greater Cincinnati YWCA Career Woman of Achievement, the West Chester/Liberty Chamber Alliance Women of Excellence and the UC College of Education, Criminal Justice and Human Services Distinguished College Alumni awards. She is a graduate of the Cincinnati U.S.A. Regional Chamber 2010 Leadership Cincinnati Class and serves on the boards of United Way of Greater Cincinnati, The Health Collaborative, ArtsWave, the Holocaust & Humanity Center, and GRAD Cincinnati.



Dr. Posey and husband, Rev. Dr. Michael J. Posey, live in Green Township. Their community work and support is extensive, including endowed scholarships at Cincinnati State and Mount St Joseph University for African-American students. They have one daughter, Marchelle, and three grandchildren.

Dr. Elizabeth Sayrs, Executive Vice President and Provost
Ohio University

Elizabeth Sayrs is the Executive Vice President and Provost for Ohio University. She has previously served as the Dean of University College and Vice Provost for Undergraduate Education as well as the Interim Dean of the College of Fine Arts. A faculty member in Music Theory, for which she received the Ohio University School of Music Distinguished Teaching Award in 2007, her research has appeared in articles and reviews in the College Music Symposium, the Journal of Schenkerian Studies, Music Theory Online, and Music Theory Spectrum. Her interactive e-text, MFun: Music Fundamentals, was published in 2012, and she recently completed serving as the editor of the Journal of Music Theory Pedagogy.



Prior to her appointment at Ohio University, Dr. Sayrs served on the faculty at the University of California, Santa Barbara; Valparaiso University; Ohio State; and the University of Saskatchewan, where she was awarded the Dwaine Nelson Teaching Award. In 2007, she received the Ohio University School of Music Distinguished Teaching Award.

Dr. Grace Wang, Executive Vice President
Enterprise for Research, Innovation and Knowledge, The Ohio State University

Dr. Grace Wang joined The Ohio State University in December 2020 as executive vice president for Research, Innovation and Knowledge where she plays a lead role in expanding the university's cutting-edge research, creative expression and scholarship, stimulating entrepreneurship, and building strategic partnerships.



Prior to Ohio State, Dr. Wang held dual roles as senior vice chancellor for Research and Economic Development at the State University of New York (SUNY) System and interim president of SUNY Polytechnic Institute. At SUNY, Dr. Wang led its research enterprise with about \$1.7 billion annual expenditure. She advanced a research and economic development growth strategy, expanding its research capacity in key strategic areas. She was instrumental in establishing a few large-scale strategic partnerships at SUNY, advancing its research and development capacity while fueling regional economic growth.

Before joining SUNY, Dr. Wang served as acting assistant director for engineering at the National Science Foundation (NSF). In this role, she led the Engineering Directorate at NSF, managing a funding portfolio of over \$900 million dedicated to investments in frontier engineering research, supporting engineering education, and fostering innovation and technology commercialization. She previously served as NSF's deputy assistant director for engineering, overseeing the operation of the Directorate for Engineering and helping to identify and implement research, innovation, and education priorities.

Dr. Wang began her career at IBM/Hitachi Global Storage Technologies, focusing on research and development of magnetic thin film and carbon overcoat for data storage. She holds seven U.S. patents. Dr. Wang also serves as a professor in the Department of Materials Science and Engineering at Ohio State. Dr. Wang received a PhD in Materials Science and Engineering from Northwestern University.

Presenters

Velina K. Bogart, MBA, *Sweet Dreams and Oils*

Velina is Coordinator of Transfer Pathways Advising at Edison State Community College. She is a Wellness Advocate for doTerra Essential Oils where she uses essential oils to lower daily toxic load by creating her own home cleaning products as well as using essential oils to promote natural wellness and immune response.



Dr. Crystal Clark, *Columbus State Community College*

Dr. Clark is a professor of English at Columbus State Community College, where she has been the recipient of Distinguished Teaching and Distinguished Full Professor Awards. Clark has taught writing courses and literature for more than twenty-five years, served in several faculty fellow positions, and is currently co-facilitator of Columbus State's Women's Employee Resource Group. Clark holds a Master of Arts in English from The Ohio State University, a Master of Theological Studies from the Methodist Theological School in Ohio, and a PhD in Higher Education Administration from the University of Toledo.



Courtney L. Clarke, Ed.D., *Cuyahoga Community College*

Dr. Clarke serves as Associate Dean of Social Sciences, at the Western Campus of Cuyahoga Community College and has been with the College 14 years. In this role, she oversees the academic disciplines of Psychology, Sociology, Philosophy, History, Anthropology and Education. In addition, she serves as associate director of the Institute on Poverty in Urban Education, aligning with her research interests in race, poverty and equity. Clarke has more than 30 years of experience in public relations, strategic planning, issues management, and crisis communications. She holds a Bachelor of Arts degree in English from the University of Virginia, and a master's degree in Education, with a concentration in Adult Learning and Development from Cleveland State University. In 2017, she earned her Doctorate in Education in Community College Leadership at National American University.



Holly Craider, Ph.D., *Cuyahoga Community College*

Dr. Craider is the Executive Director of Curriculum and Assessment at Tri-C. With 17 years of higher education experience, Dr. Craider has worked in several areas, including curriculum development and design, assessment, student affairs, student success, online learning, and financial aid. Additionally, she serves as an adjunct faculty member in communications and higher education leadership. Dr. Craider's primary area of interest includes dismantling the social constructs that inhibit the appreciative inquiry approach to community college students.



Dr. Tina Diggs, Columbus State Community College

Tina is the Dean of the Delaware Campus and the Regional Learning Centers with Columbus State Community College. As the leading strategist for the Regional Enterprise, Diggs oversees the operation, academic, student affairs areas and programs. She has over 25 years professional experience. In addition, she is the owner and CEO of Be Intentional, LLC, developing and helping women to navigate their journey to create the life they desire personally and professionally. Diggs is passionate about education and coaching; providing a holistic approach to help teams and individuals to achieve their goals.



Elana Fackler, BS, Wright State University

Elana is a 4th year medical student at Wright State University Boonshoft School of Medicine. She completed her bachelor's in science in Psychology and Neuroscience at Michigan State University in East Lansing, Michigan. She has a passion for improving medical education, which she has illustrated through her involvement with steering committees to guide Boonshoft's new curriculum and through her participation in a longitudinal 4th year elective focused on reforming and teaching the OBGYN curriculum to 1st-3rd year students.



Avni Gupta, BS, Wright State University

Avni is a 4th year medical student at Wright State University Boonshoft School of Medicine. She completed her bachelor's in science in Biological Sciences and Economics at the University of Pittsburgh in Pittsburgh, PA. She is dedicated to mentorship and has been involved in teaching opportunities throughout her own education. As an aspiring OBGYN, she is especially interested in updating OBGYN clerkship materials for third year medical students to make it more inclusive of social, cultural, religious and racial considerations.



Dr. LaShonda Gurley, The Ohio State University at Lima

Dr. Gurley, a Design Your Life Certified Coach, is a higher education practitioner who possesses over 17 years of experience in the academy, gained in both Ohio and Texas. She has held positions in various capacities within higher education including academic advising, instructing, financial aid counseling, first-year experience, diversity and inclusion, Title IX, student success, and early college awareness. Currently, Dr. Gurley serves as Academic Advising Manager at the Ohio State University - Lima, Ohio campus. Prior to her tenure with The Ohio State University-Lima campus, she held the positions of the Director for the Center for Career and Vocation and FYE Instructor with Bluffton University.



Dr. Gurley holds positions on multiple national and state-level advisory boards, including the National Executive Council for JDOTT (John D. O'Bryant National Think Tank for Black Professionals in Higher Education), and ACE-WNO. Dr. Gurley possesses her Doctor of Education in Leadership and Management and a Master of Science in Education with a specialization in Leadership in Higher Education, both from Capella University. She also possesses a Bachelor of Science in Communication from Ohio University.

Kate Hibbard-Gibbons, Ph.D., *The Ohio University*

Dr. Hibbard-Gibbons is a licensed Counseling Psychologist who received her doctorate in Counseling Psychology from Western Michigan University. She is the Eating Disorder Support Team coordinator and faculty advisor for Ohio University Body Project. She approaches therapy through a cultural humility and trauma-informed lens that integrates acceptance and commitment, interpersonal process, and narrative therapy. Her interests include body image concerns, perfectionism, trauma, and identity development. When not at work, Kate enjoys running in local races, cooking, reading, and Hulu (eagerly waiting for the next episode of her favorite show to be released).



Iman Ikram, MBA, BDS, *Ohio University*

Iman is a doctoral student in the health communication track at the School of Communication Studies, Ohio University. She completed her Bachelor of Dental Surgery and Master's in Business Administration with specialization in Healthcare Administration. She has over seven years of experience in India as a dentist and health care administrator. Currently, her research interest lies in understanding interpersonal, organizational, and societal level factors that affect willingness to communicate about women's reproductive health and identify strategies to mitigate barriers to communication. She is a member of Inclusion, Diversity, Equity, Access, and Social justice committee at the School of Communication Studies and Diversity Committee at Scripps College of Communication. She was featured in the COMS Graduate student spotlight. She has also been recently elected as the International Student Representative for the School of Communication Studies and appointed as a doctoral research mentor for the Dr. Harold Thompson Racial Health Equity Research Fellowship Program.



Laurie L. Johns, *Columbus State Community College*

Laurie serves Columbus State Community College as the Director for the Office of Curriculum Management. Johns began her professional career as an Aircraft Maintenance Technician, working in civilian aviation for 10 years, charting a course for other young women to enter into a male-dominated industry. She was recruited by the college as part of an early Diversity & Equity effort and served as a faculty member and Department Chairperson for the Aviation Maintenance Technology AAS program. Johns holds a BA in Professional Aviation from Embry Riddle Aeronautical University and an MA in Public Administration from Central Michigan University. She is ABD on a PhD in Higher Education Administration from Ohio University and has over 30 years of higher education leadership experience.



Kim Johnson, Ed.D., *Cuyahoga Community College*

Dr. Johnson is the Assistant Dean of Learning and Engagement (Academic Affairs) at Tri-C's Eastern Campus. With 20 years of higher education experience, Dr. Johnson has worked in several areas, including assessment, pre-college preparatory programs, transfer, and academic affairs. Additionally, she has served as an adjunct faculty member in developmental and college-level liberal arts disciplines. Dr. Johnson's primary area of interest includes diversity, equity, and inclusion, as reflected in her doctoral study regarding the creation of diversity policy.



Marilyn J Kindig, DO, *Wright State University Boonshoft School of Medicine, Dayton, Ohio*

Dr. Kindig is an Assistant Professor and OBGYN Clerkship Director at Wright State University Boonshoft School of Medicine in Dayton, Ohio. She completed medical school at Des Moines University in Des Moines, Iowa, and her OBGYN residency at Ohio University at St. Vincent's Mercy Medical Center in Toledo, Ohio. She develops and delivers the OBGYN education program at Wright State University for second-, third- and fourth-year medical students. She was the 2021 recipient of Boonshoft School of Medicine's Innovation in Medical Student Education Award for her excellence in curriculum development for learners at the pre-clinical, clinical, and resident levels.



Kujang Laki, MA, *Ohio University*

Kujang is a Ph.D. student in Communication Studies focusing on health communication at Ohio University. She has over eight years of experience in Communication for Development, Journalism, External Communications, and Behavior Change Communication with UNICEF South Sudan. Kujang completed her Master's in Communication for Development from Ohio University, a Master's in Journalism from DePaul University, and a bachelor's from Central State University in Mass Communication. Her current research centers on diseases with epidemic potential, culture, and health disparities. She previously worked on prevention and control of neglected tropical diseases at the Infectious and Tropical Disease Institute and was recently appointed as a doctoral research mentor for the 2021 Dr. Harold Thompson Racial Health Equity Research Fellowship Program Tropical Disease Institute under the Heritage College of Osteopathic Medicine. She was recognized as an Outstanding Doctoral Student and received an honorable mention through the Scripps College Props for Profs project.



Hilary L. Link, Ph.D., *President Allegheny College*

Dr. Link is the first female President of Allegheny College — one of the nation's oldest, most innovative colleges where multidisciplinary learning breaks the conventional mold. She is a visionary, dynamic and entrepreneurial leader, with a particular commitment to and expertise in internationalization, cross-cultural education, experiential learning and women's leadership. In more than 20 years of experience across a broad range of institutions, including as Dean of Temple University Rome and Vice Provost at Barnard College, she's provided students with a cross-disciplinary path to think critically and communicate creatively. In her first year, President Link saw Allegheny College over the finish line to become one of the first 10 U.S. colleges to achieve carbon neutrality. Her leadership style offers promise for a new era of Gen Zers committed to conquer the world's complex problems and who crave an education that prepares them for life, not merely a job.



Dr. Monica J. Lowe, *MJ Lowe Consulting & Resources, LLC*

Dr. Lowe holds a Doctor of Philosophy in Education, with an emphasis in higher education and leadership. She also holds master's degrees in Social Science Administration, Practical Theology and Spiritual Formation, Philosophy, and a bachelor's degree in Communications. She has recently completed a certification in Diversity, Equity and Inclusion from the Muma School of Business at South Florida University. Her current research focused on the recruitment and retention of African American faculty in predominantly white institutions. As a result, she is committed to implement the findings of her research to create innovative strategies



that intentionally include DEI practices throughout the higher education setting. Her published research demonstrates best practices and positive social change efforts that will help improve recruitment and retention efforts with faculty and students. She is an active member of the American Education Research Association (AERA) where she has served as a proposal reviewer for both K-12 and Higher Education to help facilitate policy and student-centered initiatives in education. Dr. Lowe is a published author and has served as a short-term missionary to assignments in the United States, Africa, and Central America. She currently serves as an adjunct professor and president of MJ Lowe & Consulting Resources, LLC in Columbus, Ohio.

Tyler Olson, M.A., *Cuyahoga Community College*

Tyler (Ty) Olson utilizes his background in conflict resolution, dialogue processes, higher education, and leadership to manage and teach in an academic certificate program in Conflict Resolution and Peace Studies program at Cuyahoga Community College in Cleveland, Ohio. At the College he also serves in leadership roles on the Stand for Racial Justice Taskforce, The Advancement of Women in Equity and Inclusion Taskforce, The Institute on Poverty and Urban Education, and the Sustained Dialogue Initiative. He holds a master's degree in Conflict Resolution from Portland State University and is a doctoral candidate in Antioch University's Leadership and Change program. His doctoral work is focused on understanding how consciousness plays a role in leaders' capacities to navigate conflict constructively during periods of organizational change (specifically in the context of higher education).



Erica Parish, Owens Community College

As the Dean of Accreditation and Academic Support, Erica provides oversight for the campus libraries, tutoring, e-Learning, TRIO Student Support Services, Aspire and the Fast-Track SUCCESS program. She leads various initiatives targeting faculty development, equity, leadership and networking. She has a bachelor's from the University of Michigan and a master's from Bowling Green State University.



Michelle Pride, Ph.D., Ohio University

Dr. Pride is a licensed psychologist who received her doctorate from Michigan State University. She is a multicultural/feminist/constructivist therapist who has specialized in working in a university setting. Her interests and expertise include women's issues, LGBTIQ+ issues, trans affirmative therapy, group therapy, trauma work, and working with student athletes. Michelle was the training director for eight years and for the last three years she has been the embedded clinician with the Athletics Department. She is also working on balancing her passions for clinical work, supervision, advocacy and social justice, and selfcare. When she's not at work, you can find Michelle hiking, kayaking, knitting, gardening, or listening to esoteric podcasts.



Cheryl Prusinski, MA, MS, Ohio University

Cheryl identifies herself as a white Deaf woman. She is an assistant professor of instruction at Ohio University Communication Sciences and Disorders. She has a Master of Arts degree in Teaching American Sign Language from University of Northern Colorado in 2016 and a Master of Sciences degree in Educational Leadership from University of Dayton in 2012. She has held various leadership roles in advocating for equal rights of Deaf people



and people with disabilities. Working in this field requires ongoing dialogue and increased sensitivity about social injustice. As a classroom educator, Prusinski recognizes the value in creating an all-inclusive learning environment that respects and reflects all learners. She believes regular self-introspection is necessary to examine how our implicit biases may affect teaching and learning.

Dr. Megan Reister, *Franciscan University of Steubenville*

Dr. Megan Reister, a former hearing itinerant and special education teacher in Delaware and Pennsylvania—was responsible for deaf education, transition services, and early intervention services prior to becoming a college professor in North Carolina. Dr. Reister—now an Ohio resident—enjoys conducting research, writing, and teaching as a Special Education and Early Childhood Professor in the Education Department at Franciscan University of Steubenville. She also currently serves as Advisory Council Member for the Outreach Center for Deafness & Blindness in Ohio. Her primary areas of research, when not spending time with her husband, young daughter, and two pups, include self-advocacy and identity in students with and without disabilities, itinerant teaching: functions of behavior, classroom management, and fostering collaboration among parents, general education, and special education teachers. She also has a special interest in researching work-family balance and perceptions of identity within MotherScholars especially since the arrival of the pandemic.



Dr. Christina Safranski, *Franciscan University of Steubenville*

Dr. Safranski is an associate professor of mathematics at Franciscan University of Steubenville. She did her graduate work in mathematical logic, specifically computable algebra, but now enjoys researching mathematics in sports and games, and also pedagogical techniques like active learning and flipped classrooms, and Open Educational Resources like PreTeXt textbooks and WeBWorK. (And apparently, she gravitates toward things with unusual capitalizations). She also enjoys being an “ambassador for mathematics.” She lives with her husband and four children, and enjoys dancing, especially swing and ballroom, but a little tap and square dancing as well.



Amanda Shaffer, *Diversity Officer, College of Agriculture and Natural Resources (AGNR) University of Maryland*

Amanda is a diversity educator and coach with extensive experience designing faculty professional development and diversity initiatives for academic institutions across the United States. She currently serves as the Diversity Officer for the College of Agriculture and Natural Resources (AGNR) at the University of Maryland, College Park.



From 2018 to 2020, Shaffer was the inaugural Director of Diversity Education for University of Alabama at Birmingham where she was recognized with the President’s Diversity Champion Award for her significant achievements in advancing diversity, equity and inclusion. While at Case Western Reserve University, (2001-16) Shaffer was the inaugural director of the Office of Faculty Development, served as Interim Faculty Diversity Officer, and was the Project Director for NSF-IDEAL. In 2014 she helped found and direct the Ohio, Western Pennsylvania, West Virginia Higher Education Recruitment Consortium (HERC) and served as a national Advisory Board member and Vice Chair (2015-16).

Shaffer has written multiple diversity focused guidebooks, videos, and toolkits, and leads workshops and DEI focused conversations monthly. She participates as an instructor in the HERS Leadership Institute,

and volunteers as a workshop facilitator for the ADVANCE GEO partnership to improve the climate for women in STEM.

Currently based in Washington DC, Shaffer is a Professional Certified Coach (GPCC, ACC-certified) and earned both her bachelors and a master's degree in Philosophy from Cleveland State University. She holds a "Woman in Leadership" certificate and is trained in 360-feedback, Emotional Intelligence, Appreciative Inquiry, Negotiation and Conflict Management, and Mindful Facilitation.

Grace Sikapokoo, MBA, Ohio University

Grace is a doctoral Health Communication student and the Associate Basic Course Director at Ohio University's School of Communication studies. Her research interests lie in how family communication aids patient behavior change to improve health outcomes and quality of life. She has a bachelor's degree in Accounting, a Master's in Business Administration, and over 10 years of experience working in Corporate South Africa. Grace was awarded the Endah Agustiana and Rudi Sukandar International Travel Award for her research in South Africa and was recognized as an outstanding teaching associate and peer mentor in 2021. She was recently appointed as a doctoral research mentor for the inaugural 2021 Dr. Harold Thompson Racial Health Equity Research Fellowship Program which is associated with the College of Osteopathic Medicine at Ohio University.



Linda Stacy, MS, LivingBluPrints

Linda is an author, trainer, and speaker on the topics of workplace productivity and human performance. She has spent the majority of her professional career at strategy consulting firms, focused on advising clients from a wide range of industries. In 2020, in partnership with the University of Northern Colorado, Linda ran a research study on the topic of Leadership Awareness at Work. And she is the author of *Optimized YOU! Nine tips for thriving in an over-connected constantly interrupted world*. Linda has a BA in Biological Sciences from the University of California at Santa Barbara and a MS in Library Science from Simmons University. Linda is also certified in Instructional Design and is a member of the National Speakers Association.



Dr. Megan Sweet, Your 3 Eyes

Dr. Megan Sweet is an author, speaker, and systems-thinker who has been in education for more than twenty-five years. Through her extensive experience leading personal and system-wide change, Megan has come to believe that when we approach our challenges from the inside out, by building a supportive and heart-centered connection with ourselves first, we have the confidence and resilience to tackle the important work of transforming our lives and communities.



Dr. Gloria D. Thomas, President of HERS

In August 2021, Dr. Gloria D. Thomas assumed the role of President of HERS. Prior to this position, she served at the University of North Carolina at Chapel Hill, since 2016, as the Director of the Carolina Women's Center; Senior Personnel for the NSF-funded Targeting Equity in Access to Mentoring (TEAM) ADVANCE, and Curriculum Development and Facilitator Trainer for the NIH-funded PROMISE Study. From 2009 – 2016, she was the



Executive Director of the Center for the Education of Women (CEW) at the University of Michigan. She also served as Associate Director at the American Council on Education (ACE) for eight years, first with the ACE Fellows Program, and subsequently in the Office of Women in Higher Education. She started her career in academic administration in various professional roles in the Office of Admissions at Swarthmore College, where she worked for seven years.

While living in North Carolina, Dr. Thomas volunteered as a writing tutor at the NC Correctional Institution for Women (NCCIW), and on the board for BRIDGES, a professional development program for women in NC higher education. She also served as a member and Program Chair for the AAUW Orange, Durham, Chatham Counties Branch; and Education Committee co-chair and member of the Chapel Hill-Carrboro NAACP. She completed a 3-year term in June 2021 as State Chair of the NC ACE Network of Women Leaders in Higher Education.

Dr. Thomas earned a B.A. in English and Black Studies from Swarthmore College (PA), an M.A. in English from Villanova University (PA), and a Ph.D. in higher education from the University of Michigan. She is the proud, single mother of two young adults.

Melinda Wells, *Melyan Group*

Melinda is a change innovator. Voted one of the Top 10 Operational Excellence experts in the Bay Area, she is an award-winning senior business leader, continuous improvement authority, author, motivational speaker, and TEDx presenter. Delivering high-energy, value-add engagements that drive process efficiencies and sustainable change; Melinda is an unshakable change optimist. As a serial entrepreneur she advises companies on how to gain and sustain value through improvement activities. Melinda leads through inspiration and strongly believes, “the art of the possible happens when people and ideas converge towards a collective goal.” She is an author of “The Women in Blue” a published literary story in *Women’s Lives Multicultural Perspectives*, a fascinating view on diversity, perseverance, and military transitions. It is with this level of commitment Melinda energizes and inspires a movement change innovation. With a background in manufacturing, sales, and leadership, her career expands over several industries including technology, aerospace, manufacturing, and life sciences.



Moderators

Dr. Loleta B. Collins, *Edison State Community College, ACE Board Member, State Co-Chair*

Dr. Holly Craider, *Cuyahoga Community College, ACE Board Member*

Samantha Groh, *University of Cincinnati, ACE Board Member*

Dr. LaShonda Gurley, *The Ohio State University at Lima, ACE Board Member*

Dr. Shantelle K. Jenkins, *Mount Vernon Nazarene University, ACE Board Member*

Dr. Rita Kumar, *University of Cincinnati, ACE Board Member*

Dr. Ladorian Latin, *Franklin University, ACE Board Member*

Carol Tonge Mack, *University of Cincinnati, ACE Board Member, State Co-Chair Emeritus*

Viva McCarver, *Bowling Green State University, ACE Board Member*

Dr. M. Geneva Murray, *Ohio University, ACE Board Member, Conference Chair*

Amanda Nolan, *Cuyahoga Community College, ACE Board Member*

Dr. Desiree Polk-Bland, *Columbus State Community College, ACE Board Member*

Kristine King Robbins, *Communities in School of Ohio, ACE Board Member, State Co-Chair*

Dr. Sarah Wallis, *Union Institute & University, ACE Board Member*

Amanda Watkins, *Wright State University, ACE Board Member*

Institutional Representatives

We encourage attendees to reach out to their institutional representatives to find out how to get more involved with ACE WNO.



Northwest Region

Institution	IR Name	Title	Contact Email
Bluffton University	Robin Bowlus		BowlusR@bluffton.edu
Bowling Green State University	Dr. Maureen Wilson	Chair, Higher Education and Student Affairs/CSP Program Coordinator	mewilso@bgsu.edu
Davis College	Vacant		
Defiance College	Lois McCullough	Vice President, Business and Management	lmccullough@defiance.edu
Heidelberg College	Dr. Ellen Nagy	Executive Director of Student Academic and Career Success	enagy@heidelberg.edu
Lourdes University	Callie Zake	Director of Undergraduate Admissions & Financial Aid	czake@lourdes.edu
Mercy College of Ohio	Lisa Sancrant	Director of the Student Success Center	lisa.sancrant@mercycollege.edu
Northwest State Community College	Vacant		
Ohio Northern University	Vacant		
Owens Community College	Erica Parish	Dean of Accreditation and Academic Support	Erica_parrish@owens.edu
Rhodes State College	Dr. Nanette L. Smith	Director, Assessment & Quality Improvement	Smith.n@rhodesstate.edu
Terra Community College	Amy Anway	Dean of Allied Health, Nursing, and Human Services	aanway01@terra.edu
The Ohio State University, Lima Campus	Vacant		
Tiffin University	Nadia Lewis	Assistant Vice President for Human Resources & Campus Services	lewisna@tiffin.edu
University of Findlay	Vacant		
University of Northwestern Ohio	Vacant		
University of Toledo	Vacant		

Northeast Region

Institution	IR Name	Title	Contact Email
Ashland University	Vacant		
Aultman College of Nursing and Health Services	Vacant		
Baldwin-Wallace College	Amy Jo Sutterluety PhD FACSM	Chair of Allied Health, Sport	asutterl@bw.edu
Case Western Reserve University	Dr. Lynn Singer	Deputy Provost and VP, Academic Programs	lynn.singer@case.edu
Cleveland Institute of Art	Almut Zvosec	Vice President, Business Affairs	azvosec@gate.cia.edu
Cleveland Institute of Music	Vacant		
Cleveland State University	Vacant		
College of Wooster	Angela Johnston	Chief of Staff and Secretary of the College, Office of the President	ajohnston@wooster.edu
Cuyahoga Community College	Dr. Courtney Clarke	Associate Dean of Social Science	courtney.clarke@tri-edu
Davis College	Vacant		
Eastern Gateway Community College	Vacant		
Hiram College	Dr. Gail Ambuske	Professor Emerita of Communication and Management	ambuskegc@hiram.edu
John Carroll University	Vacant		
Kent State University, Kent Campus	Heather Link	Associate Chief of Staff	hlink2@kent.edu
Kent State University, Stark Campus	Vacant		
Lake Erie College	Vacant		
Lakeland Community College	Vacant		

Northeast Region Continued

Institution	IR Name	Title	Contact Email
Lorain County Community College	Dr. Marisa Vernon White	Provost & President, Academic & Learner Services	mvernonwhite@lorainccc.edu
Malone University	Vacant		
North Central State College	Vacant		
Northeast Ohio Medical University	Vacant		
Notre Dame College	Vacant		
Oberlin College & Conservatory	Vacant		
Ohio State University, Mansfield Campus	Donna Hight	Chief Student Life & Retention Officer	hight.6@osu.edu
Stark State College	Dr. Fedearia Nicholson	Dean of Student Success	Fnicholson@starkstate.edu
University of Akron	Dr. Linda Subich	Associate Dean, University College of Arts and Sciences	lsubich@uakron.edu
University of Akron, Wayne College	Vacant		
University of Mount Union	Dr. Melissa Gardner	Vice President for Marketing	gardnemf@mountunion.edu
Ursuline College	Tina Roan Lining	Director, Multicultural Affairs	troan@ursuline.edu
Walsh University	Vacant		
Youngstown State University	Dr. Jennifer Pintar	Associate Provost, Academic Administration	japintar@ysu.edu

Central-Southeast Region

Institution	IR Name	Title	Contact Email
Belmont Technical College	Vacant		
Capital University	Vacant		
Central Ohio Technical College	Dr. Jackie Parrill	VP, Institutional Planning & Human Resources Development	parrill.9@osu.edu
Columbus College of Art and Design	Vacant		
Columbus State Community College	Dr. Crystal Clark	English Professor	crobinso@csc.edu
Denison University	Jenna McDevitt	Director of Business Affairs	mcdevitts@denison.edu
Eastern Gateway Community College	Vacant		
Franciscan University of Steubenville	Sara Fryer Droddy	HR Generalist	sdroddy@franciscan.edu
Franklin University	Vacant		
Kenyon College	Dr. Jan Thomas	Senior Associate Provost	thomasj@kenyon.edu
Marietta College	Dr. Nicole Livengood	Associate Professor of English	nl002@marietta.edu
Marion Technical College	Vacant		
Mount Carmel College of Nursing	Vacant		
Mount Vernon Nazarene University	Vacant		
Muskingum University	Dr. Karen Dunak	Associate Professor of History	kdunak@muskingum.edu
Ohio Dominican University	Jessica Hall, M.A., MLHR	Director, Career Development Center	hallj@ohiodominican.edu
Ohio University	Vacant		
Ohio Wesleyan University	Karen Gray	Administrative Director: Woltemade Center for Economics, Business and Entrepreneurship	ksgrey@owu.edu
Otterbein University	Kristi Robbins	Chief of Staff	krobbins@otterbein.edu
The Ohio State University, Columbus Campus	Andrea Williams	Interim Director, The Women's Place	williams2941@osu.edu
The Ohio State University, Newark Campus	Dr. Jackie Parrill	Director, Institutional Planning and Human Resources	parrill.9@osu.edu
Washington State Community College	Vacant		
Zane State College	Vacant		

Southwest Region

Institution	IR Name	Title	Contact Email
Antioch University Midwest	Vacant		
Art Academy of Cincinnati	Vacant		
Cedarville University	Vacant		
Central State University	Vacant		
Chatfield College	Neisha G. Wiley	Ohio REACH Liason, Counseling Services	neisha.wiley@cincinnatiastate.edu
Christ College of Nursing and Health Sciences	Dr. Meghan Hollowell	Dean, College Support Services; Deputy Title IX Coordinator; Associate Professor, Arts & Sciences	Meghan.Hollowell@TheChristCollege.edu
Cincinnati State Technical & Community College	Vacant		
Clark State Community College	Vacant		
Edison State Community College, Darke County Campus	Beka Lindeman	Assistant Professor of English	blindeman@edisonohio.edu
Good Samaritan College of Nursing and Health Science	Vacant		
Kettering College	Vacant		
Miami University	Dr. Tammy Schwartz	Instructor and Director, Urban Teaching Cohort	schwarta@miamioh.edu
Mount Saint Joseph University	Tina Blakley	Head coach for Track & Field Cross Country & Senior Woman Administrator	tina.blakley@msj.edu
Shawnee State University	Dr. Roberta Milliken	Professor, English & Humanities	rmilliken@shawnee.edu
Sinclair Community College	Laura Mercer	Chief of Staff, President's Office	Laura.mercer@Sinclair.edu
Southern State Community College	Nicole Roades	VP, Academic Affairs	nroades@sscc.edu
Union Institute & University	Dr. Rosalyn Brown Beattie	Master of Arts in Clinical Mental Health Counseling	Rosalyn.BrownBeatty@myunion.edu
University of Cincinnati	Dr. Tracy Pritchard	Director of Medical Education, College of Medicine	tracy.pritchard@uc.edu
University of Cincinnati, Blue Ash College	Vacant		
University of Dayton	Lisa Rismiller	Director, Women's Center	lisa.rismiller@udayton.edu
University of Rio Grande & Rio Grande Community College	Vacant		

Southwest Region Continued

Institution	IR Name	Title	Contact Email
Urbana University	Vacant		
Wilberforce University	Vacant		
Wilmington College	Vacant		
Wittenberg University	Vacant		
Wright State University	Shu Schiller	Interim Associate Dean College of Business	shu.schiller@wright.edu
Xavier University	Dr. Debra Mooney	Vice President for Mission & Identity	mooney@xavier.edu

About Ohio University (Continued)

Students enroll in nine undergraduate colleges and one center, and the Scripps College of Communication contains five distinct schools: journalism, information and telecommunication systems, communication studies, media arts and studies, and visual communication. OHIO's most popular majors are nursing, communication studies, journalism, and biological sciences. The highly regarded journalism program offers tracks in news and information and strategic communication, in addition to an emphasis on learning to use current and emerging technology. Business, engineering, and education are also strengths.

One of the advantages of an Ohio University education, and something that sets the school apart from run-of-the-mill state institutions, is the Honors Tutorial College. Founded in 1972, it's the nation's first multidisciplinary, degree-granting honors program modeled on the tutorial method used in British universities, notably Oxford and Cambridge. Ranked as one of the best programs on campus, it is highly selective: only around 60 to 70 freshmen are accepted into the program every year. Students take an individualized curriculum in their major field and spend much of their time in one-on-one weekly tutorials with faculty.

Special opportunities abound for those not in the Honors College too. The OHIO Honors Program empowers students in all colleges to align their personal interests with their academic pursuits, including small-group seminars and honors projects in traditional classes. Co-op programs are available for engineering students, and nearly anyone can earn credit for an internship. The Provost's Undergraduate Research Fund provides financial support for undergraduate research, and students showcase about 850 research and creative projects at the university's annual Student Research Expo. The Office of Global Opportunities offers worldwide destinations for anywhere from one week to one year; eleven percent of students study abroad.

The first major change to general education curriculum since 1979, OHIO BRICKS debuted in fall 2021, updating the University's liberal arts education to meet the demands of the 21st-century world. In an era when content knowledge and technological developments advance so quickly, an adaptive and learning mindset is critical to employers.



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For more information visit aceohiowomen.org.

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November 4, 2022
Ohio State University • Columbus, Ohio**