



Moving the Needle:
Advancing Women in Higher Education
15th Annual Conference

October 31, 2013 - November 1, 2013

Hosted by

Wright State University

www.aceohiowomen.org

OHIO



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Like us to be entered to win one of our prizes at the end of the day!



Mission Statement

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

ACE Women's Network-Ohio Executive Board 2013-2014

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The University of Akron

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ACE Women's Network-Ohio Presidential Sponsors

Bonnie L. Coe, Ph.D., President, Central Ohio Technical College
Kathy A. Krendl, Ph.D., President, Otterbein University
Mary Ellen Mazey, Ph.D., President, Bowling Green State University

ACE WOMEN'S NetworkTM

The ACE Women's Network is a national system of networks within each state, Puerto Rico, and the District of Columbia with the goal of advancing and supporting women in higher education. Each state network is led by a state coordinator who works with institutional representatives and at least one presidential sponsor to develop programs that identify, develop, encourage, advance, link, and support (IDEALS) women in higher education careers within that state.

The state networks are linked to one another through their connection with the Inclusive Excellence Group and the ACE Women's Network Executive Council, a group of senior women executives from across the country who serve as both mentors to the state coordinators and as advisers to ACE on the overall functioning of the ACE Women's Network. State coordinators also benefit from the mentorship and advice from college and university presidents and chancellors who have agreed to serve as presidential sponsors.

Mission

The ACE Women's Network facilitates the networking of women interested in pursuing leadership opportunities in higher education. A 4-part structure — Network Executive Council, independent, state-based networks with state coordinators, presidential sponsors, and institutional representatives — facilitates these connections, allows for sharing of best practices, particularly at the State Coordinators Annual Conference, and enables local leadership training by the state networks.

Connecting with Your State Network

ACE encourages faculty and women administrators from across the country to participate in their respective state network events.

ACE Women's Network Executive Council

Members of the ACE Women's Network Executive Council serve as advisers to ACE's Inclusive Excellence Group, liaisons to the state networks, and mentors to state coordinators.

Our History

In 1977, with a grant from the Carnegie Corporation, ACE launched the ACE National Identification Program (NIP), which is now the ACE Women's Network. Through the NIP, ACE sought to gain a better understanding of and address the needs of women in higher education careers in addition to supporting their professional development and advancement. This mission is still relevant today, and our networks across the country continue to support it.

For additional information, please e-mail InclusiveExcellence@acenet.edu or call 202-939-9390.

President's Welcome

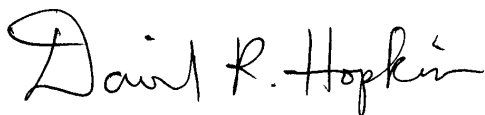
Welcome to Wright State University.

We are incredibly honored to host this annual conference of the ACE Ohio Women's Network and to welcome women higher education professionals from across the state—including several of my presidential peers—to our Dayton campus. The ACE Ohio Women's Network does outstanding work in supporting and preparing our current and next generation of higher education leaders. Higher education needs the leadership and full participation of women at all levels of our institutions. We need you, as well as many more who are not here today, to help build institutions that reflect the changing needs and demographics of our communities. That's why I am so pleased to see you all of you here today.

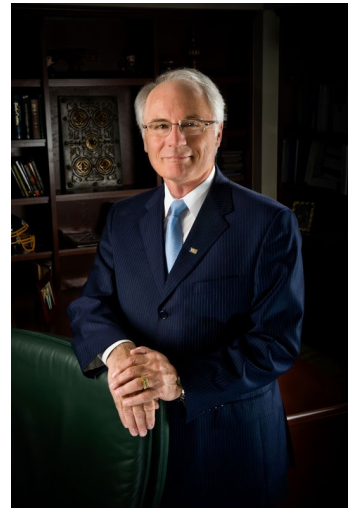
At Wright State, our mission is to transform the lives of our students and the communities we serve. But we know that we can't do this without our most valued, essential resource: our people. Conferences like these are so important in giving our staff, faculty, and administrators the opportunity to network, learn, reflect, and grow. They're also a great reminder to all of us to renew our commitment to serving our students and making our higher education institutions the best they can be.

Thank you to the ACE Women's Network - Ohio Executive Board, the network's institutional representatives, and the Wright State staff who helped to make today possible. I hope you enjoy the conference and your visit to Wright State University!

Warmest regards,

A handwritten signature in black ink that reads "David R. Hopkins". The signature is written in a cursive, flowing style.

David R. Hopkins
President
Wright State University



Dr. David R. Hopkins

Moving the Needle: Advancing Women in Higher Education Conference Schedule

7:30–8:30 a.m.

Registration and Continental Breakfast

Informal roundtable discussions led by Institutional Representatives (IRs)

- Best experiences in mentoring and being mentored
- Negotiating
- Getting your foot in the administrative door as a young professional
- Networking that works

8:30–8:45 a.m.

Welcome

Dr. David R. Hopkins, President of Wright State University

Fedearia Nicholson and Jane Goettsch, ACE WNO State Co-coordinators

8:45–10:15 a.m.

Presidential Panel

Best Practices and Possibilities for Advancing Women in Higher Education

Dr. Laurie Joyner, Wittenberg University

Dr. Bonnie L. Coe, Central Ohio Technical College

Dr. Rita Rice Morris, Shawnee State University

Moderator: Dr. Mary Ellen Mazey, Bowling Green State University

The distinguished panel of university presidents will share their thoughts on the advancement of women in higher education. Questions entertained include the following: How have we moved the needle forward for ourselves and other women throughout our careers? What important lessons have we learned and what roadblocks have we encountered in doing so? How do you make the first jump into administration and how do you know if administration is right for you? What strategies are most successful and what resources are most useful in moving the needle forward?

10:15–10:45 a.m.

ACE WNO Awards

10:45–11:00 a.m.

Break

11 a.m.–12:15 p.m.

Concurrent Breakout Sessions I

- Still I Rise, Best Practices in Support of Women of Color in Higher Education
Endeavor Room 156 A & B, Student Union
- Developing Future Leaders Internally - Ignore It at Your Own Peril!
Discovery Room 163, Student Union
- The Steps of a Good Woman are Ordered: Working Hard, Keeping Order, and Maintaining Balance in the Academy
Endeavor Room 156 C, Student Union
- To Tenure and Beyond: Building an Intentional Academic Career
Atlantis Room 157, Student Union

Moving the Needle: Advancing Women in Higher Education Conference Schedule

12:15 – 1:15 p.m.

Lunch

Overview of ACE Women's Network, Linda Steele, Executive Council

Plenary Session

Leadership Journeys: Lessons from University of Cincinnati Senior Level Women Administrators

Robin Selzer, Ph.D., University of Cincinnati

Interviews with five diverse University of Cincinnati senior-level women will bring insights and recommendations for emerging and mid-level female leaders in higher education. Participants will learn how to manage challenges, lead through change, leverage relationships, and achieve their career goals. Participants will also be introduced to StrengthsQuest, a tool to help identify and apply strengths and ultimately achieve career success.

1:15 - 1:30 p.m.

Break

1:30 - 2:45 p.m.

Concurrent Breakout Sessions II

- Learn About the Professional Competency Areas for Student Affairs Practitioners
Atlantis Room 157, Student Union
- What Would You Do If You Weren't Afraid? Now Go and Do It!
Endeavor Room 156 A & B, Student Union
- Balancing the 3 "H's"- Head, Hand & Heart: How Single Mothers Can Achieve and Succeed in a Career in Higher Education
Endeavor Room 156 C, Student Union
- Time For a Change? How to Assess Your Readiness and Plan Your Next Career Move
Discovery Room 163, Student Union

3:00 - 3:45 p.m.

Plenary Session

Moving the Needle: Fire in the Belly, Generosity in the Heart

Catherine Hackney, Ph.D., Kent State University

Carol Winter, Doctoral Graduate Assistant, Kent State University

Has leadership changed as a result of the influence of women? Has the presence of women leaders made a noticeable difference in the higher ed culture? Are women leaders transforming their worlds to places more socially just and responsible? Have women been able to change organizational cultures into domains healthier than that which we have known traditionally and historically? Or, have these women, satisfied to have risen to positions of power, simply replaced the men who preceded them? These questions will be examined culminating in a theory of leadership informed by a feminist ethic.

3:45 - 4:00 p.m.

Closing Remarks and Door Prizes (Must be present to receive prize)

ACE WOMEN'S NetworkTM *Ohio*

2013 Awards

Excellence in Higher Education Leadership Award

Dr. Jacqueline McMillan
Wright State University

Outstanding Service by an Institutional Representative Awards

Regina Sapona
University of Cincinnati

Amber Vlasnik
Wright State University

Professional Development Scholarships

Dr. Ashley Currier
University of Cincinnati

Aiesha Motley
The University of Akron



Concurrent Session Descriptions

Still I Rise, Best Practices in Support of Women of Color in Higher Education

Endeavor Room 156 A & B, Student Union

Charene T. Thornton, M.S., Wright State University

When assessing best practices in the support of women of color, one would suggest starting with best practices in support of all women. A few supplementary dynamics unique to women of color include an awareness of cultural norms and the ability to properly distinguish, appreciate and promote emerging talent. This session will provide in-depth analysis based on an objective combination of knowledge, research, discussions and anecdotes regarding the need to create enriching environments.

Developing Future Leaders Internally - Ignore It at Your Own Peril!

Discovery Room 163, Student Union

Belinda Miles, Ed.D., Cuyahoga Community College

Lindsay English, M.B.A., Cuyahoga Community College

Succession planning at all organizational levels often highlights the need to intentionally develop leaders from within. Using established community college leadership competencies as a guide, this session describes how Cuyahoga Community College (Tri-C) identifies and coaches potential leaders through advanced learning, increasingly challenging opportunities, and internal and external training sessions. Learn how Tri-C helps emerging leaders strengthen their skills, lengthen their résumés, and develop professional pathways.

The Steps of a Good Woman are Ordered: Working Hard, Keeping Order, and Maintaining Balance in the Academy

Endeavor Room 156 C, Student Union

Aiesha L. Motley, M.Ed., The University of Akron

LaShonda E. Gurley, M.S.Ed., Ohio Northern University

How do we nurture our careers while nurturing our families? How many of us have tried to balance the demands of caring for family while advancing our careers? This interactive workshop will allow attendees the opportunity to discuss some of the challenges and strategies associated with finding work-life balance as well as develop a workable plan.

To Tenure and Beyond: Building an Intentional Academic Career

Atlantis Room 157, Student Union

Amanda Shaffer, M.A., GPCC, ACC, Case Western Reserve University

Cyndee Gruden, Ph.D., University of Toledo

Institutions Developing Excellence in Academic Leadership (IDEAL), a three-year National Science Foundation (NSF) ADVANCE PAID award, initiated gender equity transformation at five public universities in Northern Ohio and Case Western Reserve University. To Tenure and Beyond, a sub-award of the NSF project FORWARD, leveraged IDEAL Change Leaders to pilot regional career development for women in STEM. This roundtable will describe the goals, initiatives, and results of IDEAL and To Tenure and Beyond.



Concurrent Session Descriptions

Learn About the Professional Competency Areas for Student Affairs Practitioners

Atlantis Room 157, Student Union

Lynne Hull, Ph.D., Franklin University

Learn about the Professional Competency Areas for Student Affairs Practitioners established by the American College Personnel Association (ACPA) and the National Association of Student Affairs Administrators in Higher Education (NASPA). These competencies, such as Advising and Helping, Equity, Diversity & Inclusion, etc., define the broad professional knowledge/skills/attitudes expected of student affairs professionals across all positions. Think about your own development, discuss approaches to documenting your experiences, and represent them in a mock behavior-based interview.

What Would You Do If You Weren't Afraid? Now Go and Do It!

Endeavor Room 156 A & B, Student Union

Ann C. Hall, Ph.D., Ohio Dominican University

Bossy, overbearing, aggressive, selfish, and mean are all monikers commonly assigned to women in powerful positions. While many of us thought these cultural stereotypes were long gone – just a movie stereotype from the 1988 film *Working Girl*– Sheryl Sandberg's recent book, *Lean In: Women, Work, and The Will to Lead*, illustrates that such stereotypes not only persist, but that many women have, consciously or not, internalized many of these stereotypes. Her most pointed and poignant question is, "What would you do if you weren't afraid?" This workshop will explore the barriers to success for women in higher ed, barriers that we have internalized, as well as ways to overcome these barriers. In addition, the workshop will explore the ways that the academic is different from the corporate culture for women.

Balancing the 3 "H's"- Head, Hand & Heart: How Single Mothers Can Achieve and Succeed in a Career in Higher Education

Endeavor Room 156 C, Student Union

Lisa Beutel, Ph.D., University of Dayton

Jessica González, M.Ed., University of Dayton

This session will tell a story which resonates with the majority of women who struggle with the question, "Do I have to give up having a family for my career?" Inspired by the title of the conference, "Moving the Needle: Advancing Women in Higher Education," the session hopes to reach the core of what can be hurdles for some women when making a commitment to their careers in higher education, i.e. accepting a new job assignment with additional responsibilities, an administrative position, or completing the terminal degree: self-confidence and the inner strength not to give up. The session will specifically focus on single mothers with a passion for learning and the balancing act of being fully committed to their children and their careers. In addition the session will serve as a vehicle for sharing resources that empower women in higher education to be supportive and encouraging of each other.

Time For a Change? How to Assess Your Readiness and Plan Your Next Career Move

Discovery Room 163, Student Union

Jane Courson and Mercedes Vance, Witt/Kieffer

In today's competitive job market the ability to successfully advance your career is increasingly challenging. Higher education search consultants Jane Courson and Mercedes Vance have counseled countless candidates through the self-assessment and career advancement process. They will offer insights on what a job change really requires, steps you should take to identify new positions, assess your readiness, and develop strategies and materials to present yourself in a way that distinguishes you as the ideal candidate.

Presidential Panel



Bonnie L. Coe, Ph.D.
President, Central Ohio Technical College

Bonnie L. Coe, Ph.D., is originally from Gallipolis, Ohio. She earned her bachelor and master's degrees from The Ohio State University and her doctoral degree from The University of Dayton. Dr. Coe has done post doctoral work at Indiana University. She has also participated in the Harvard Institute for Educational Management and Harvard Seminar for New Presidents.

Dr. Coe's work experience is extremely varied: In addition to coordinating training and development at a number of Ohio hospitals and performing research and consultation work, she has served as a high school teacher, a high school principal, the Interim Director and Co-Principal Investigator at Sinclair Community College, and the Vice President and Dean of Faculty at Central Ohio Technical College. In May, 2004, she was appointed President of Central Ohio Technical College. Dr. Coe currently sits on the board of directors for First Federal Savings and Loan. She is also active in the Newark Rotary group.

Some of the many honors and awards she has received include: The 2011 ACCT Regional Chief Executive Officer Award – Central Region; The 2010 Bravo Award from the Newark Rotary Club; The 2008 LEADS Community Leader of the Year; The 2008 Women in Business Leadership Award from the Knox County Chamber; The Licking County Women of Achievement, 2005; Coshocton Mayor's Proclamation – "Commendation for Visionary Leadership & Commitment to the Coshocton Education Center", 2003; The Bing Davis Lifetime Achievement Award, 2001; and recognition from the Ohio House of Representatives for her "Tremendous contributions to the field of education", 1990.

Dr. Coe and her husband, Larry, reside in Newark and are the proud parents of seven children.



Laurie M. Joyner, Ph.D.
President, Wittenberg University

Wittenberg University welcomed Dr. Laurie M. Joyner as its 14th president on July 1, 2012. Prior to joining Wittenberg, Joyner served in a number of senior administrative positions at Rollins College in Winter Park, Florida. She also served in a variety of positions at Loyola University New Orleans.

Joyner graduated magna cum laude and received the Dux Sociologicus Award from Loyola University New Orleans. She earned master's and doctoral degrees in sociology from Tulane University. In 2011, she participated in the year-long Executive Leadership Academy, sponsored by the Council of Independent Colleges and American Academic Leadership Institute. In addition, she has completed the Wellesley College Management Institute for Women in Higher Education Administration, the Bryn Mawr Higher Education Summer Institute, the Harvard Institute for New Presidents, and the Association of Governing Boards' Aspen Institute for New Presidents and Board Chairs.

Joyner serves on the boards of the Springfield Chamber of Commerce, the Southwestern Ohio Council for Higher Education (SOCHE), the North Coast Athletic Conference (NCAC) Presidents' Council and is also a member of the Springfield Rotary and The Wittenberg Guild.

She and her husband, Jay, have three children: Jay, Alexander, and Christopher.

Presidential Panel



Mary Ellen Mazey, Ph.D.
President, Bowling Green State University

Dr. Mary Ellen Mazey became President of Bowling Green State University on July 1, 2011. Dr. Mazey's extensive experience in Ohio public universities and with implementing strategic plans, coupled with her understanding of the role higher education has to play in the state's well-being, led the BGSU trustees to select her as the 11th president of the University.

Before becoming president of BGSU, she served from 2009-2011 as Provost and Vice President for Academic Affairs at Auburn University. In that capacity, she was responsible for the academic programming for 12 colleges and was responsible for fostering the advancement of the university's strategic plan. From 2005-2009, Dr. Mazey was Dean of the Eberly College of Arts and Sciences at West Virginia University, where she led a college-wide implementation of the WVU 2010 Strategic Plan and served on the Council to Implement the University's Strategic Plan.

Prior to being appointed Dean at WVU, Dr. Mazey served for seven years as Dean of the College of Liberal Arts at Wright State University. She was founding director of the Center for Urban and Public Affairs at Wright State and served in that capacity for 11 years. During that time, she was the university's representative to the Ohio Board of Regents' Urban University Advisory Committee. In addition, she served as chair of the Department of Urban Affairs and Geography and led the creation of a Master of Public Administration Program. From 1993-1996, Dr. Mazey held the title of Distinguished Professor of Professional Service at WSU.

President Mazey earned a bachelor's degree and a master's degree from West Virginia University. She earned her Ph.D. from the University of Cincinnati in urban geography.



Rita Rice Morris, Ph.D.
President, Shawnee State University

Making sure that a college education is available to all students in southern Ohio and the Appalachian region has been a primary focus of Dr. Rita Rice Morris, Shawnee State University's fifth president. Since joining SSU in 2003, Dr. Morris has led efforts to increase enrollment, expand academic offerings, enhance services for students, and strengthen the role of higher education in regional development. A native of California and a first-generation college graduate, Dr. Morris has dedicated her life to higher education, having served as faculty member, dean, and provost/vice president for academic affairs at institutions like Shawnee State.

Dr. Morris holds a Ph.D. in communication from the State University of New York at Buffalo (1978), M.A. in speech communication education from Northern Illinois University (1970), and B.A. in speech communication from California State University at Long Beach (1968). She also studied university management at Harvard University and Carnegie Mellon University.

Dr. Morris serves as the Honorary Chair of the Ohio College Initiative to Reduce High Risk Drinking and serves on the OSU South Centers' Liaison Committee, WesBanco Community Development Corporation, the Southern Ohio Medical Center Board of Directors, and the Shawnee State University Development Foundation. Additionally, she serves on the Association of American State Colleges and Universities' (AASCU) professional development committee, membership committee, and Council of State Representatives; the Entrepreneurial Signature Program Advisory Board, the Council of Presidents of the National Association of Intercollegiate Athletics (NAIA); the Mid-South Conference of Presidents; Educate the Tri-State; and the Ohio Inter-University Council of Presidents Executive Committee.

Conference Speakers



Lisa Beutel, Ph.D., Executive Director, Center for Leadership, University of Dayton

Dr. Beutel is an experienced executive development professional who has been with the University of Dayton Center for Leadership since 2001. She is experienced working with emerging and senior-level leaders in diverse environments including health care, government, manufacturing, information technology, professional services, higher education and not-for-profit agencies. She has extensive leadership consulting, coaching and facilitation experience, and is certified to administer numerous leadership assessments. She has designed and/or delivered custom leadership programs for numerous organizations including Altrusa International, BetaLaserMike, CareSource, DPL Inc, Danis, Dayton Children's Medical Center, F&P America and Gosiger and is a frequent speaker on the topics of work/life balance, wellness, mentoring, and team building. She is also a level 1 certified facilitator of The Corporate Athlete program by the Human Performance Institute in Orlando, FL.

A recipient of the *Dayton Business Journal's* "Forty Under 40" award, Dr. Beutel was also Linkage Inc's Women in Leadership Summit scholarship award winner and a University of Dayton Ellis Joseph scholarship award winner. She earned a B.A. in Political Science from North Carolina State University, an M.A. in Education from the University of Akron, and a Ph.D. in Educational Leadership from the University of Dayton. She is an active community volunteer and youth basketball coach.



Jane Courson, M.B.A., Witt/Kiefer

Jane Courson has more than a decade of experience as an executive search consultant, recruiting academic and administrative leadership for higher education institutions and other not-for-profit organizations. She has participated in a broad range of search assignments that have led to the placement of senior leaders in academic affairs, advancement, finance, human resources, communications and administrative services.

A former vice president of commercial lending, Jane possesses a strong business and financial background which includes nearly 20 years of experience in banking, audit and small business analysis. This depth of expertise provides her with a unique blend of skills and industry knowledge when conducting finance and administrative searches. Additionally, she brings a clear understanding of complex organizations and has a keen sense of the qualities required for effective leadership in higher education and its unique culture.

In addition to her work in executive search, she is a current member of the National Association of College and University Business Officers (NACUBO) and has presented at both NACUBO and the Eastern Association of College and University Business Officers' conferences and programs.



Lindsay English, M.B.A., Dean of Academic Affairs, Cuyahoga Community College

Lindsay English serves as the Dean of Academic Affairs on the Metropolitan Campus of Cuyahoga Community College (Tri-C). In this role she provides broad and strategic leadership and management for the academic areas on the campus including Business, Math, Information Technology, Health Careers, Sciences, and Liberal Arts. She is also responsible for the successful deployment of strategic planning initiatives, curriculum, programs, course schedules and campus budgets. Prior to this role, she served for 11 years as the District Director for Teaching, Learning and Academic Professional Development at Tri-C. From 1987-2002, Ms. English was a faculty member and Dean at Ursuline College where she initiated programs such as the Ursuline College Accelerated Program (UCAP) and Saturday School.

Ms. English is currently working on completing her Ph.D. at the University of Toledo. Her dissertation topic is academic libraries and institutional graduation rates in the community college. She holds a M.B.A. from Kent State University and a B.S. in Family Relations from The Ohio State University. She also holds a post-masters certificate in College Teaching and is a certified Corporate Coach. Ms. English has been appointed Member-at-Large to the ACE Women's Network – Ohio's Executive Board.

Conference Speakers



Cyndee Gruden, Ph.D., Associate Professor, Department of Civil Engineering, University of Toledo

Dr. Cyndee Gruden is an Associate Professor at the University of Toledo in the Department of Civil Engineering and a licensed professional engineer. Her professional expertise is in environmental engineering. She received her B.S. and M.S. degrees in Civil Engineering from the University of New Hampshire in 1991 and 1993, respectively. Her subsequent industry experience in engineering consulting solidified her desire to become a university professor. After earning her Ph.D. in 2000 from the University of Colorado at Boulder, she went on to serve as a postdoctoral associate at the University of Michigan from 2001 to 2003. She joined the faculty at the University of Toledo in 2003.

Dr. Gruden received the Outstanding Teacher of the Year award in the College of Engineering in 2013. Besides her interests in teaching and research, she has also been an advocate for the advancement of women in the academy. In 2010-2011, she was selected to participate in Institutions Developing Excellence in Academic Leadership (IDEAL) by Case Western Reserve's ADVANCE-PAID grant representing the College of Engineering at UT (2010-2011). In 2011, she co-organized a workshop developed to support the advancement of women of color in STEMM, funded by George Washington University's FORWARD ADVANCE-PAID grant.



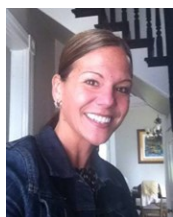
LaShonda E. Gurley, M.S. Ed., Director, Multicultural Development Office, Ohio Northern University

LaShonda Gurley earned her Bachelor of Science degree in Organizational Communication from Ohio University and a Master of Science degree in Education from Capella University. In January, she will begin the pursuit of her Doctorate in Education at Northcentral University.

Ms. Gurley has served as a faculty member, worked in enrollment management, and held positions as an academic advisor, student development specialist, assistant coordinator of an academic success center, early college high school specialist, coordinator of a first year experience program, and financial aid processor in public and private institutions in Texas and Ohio. She is credited with creating the Office of Multicultural Affairs at the University of Northwestern Ohio as well as assisting in the creation of an M.B.A. program. Ms. Gurley currently serves as the Director of Multicultural Development and the Director of the Multicultural Center at Ohio Northern University.

Ms. Gurley is a member of the John D. O'Bryant National Think Tank for Blacks in Higher Education (JDOTT), the American Association of University Women, the Young Professionals of the Lima/ Allen County Chamber of Commerce, and the Helping Yourself Help Others (HY-HO) Service Club. In the past, Ms. Gurley has served several organizations including the Texas Association of Black Professionals in Higher Education and the Texas State University Coalition for Black Faculty and Staff.

Ms. Gurley and her husband, Shawn, are the parents of three beautiful daughters, Ky, Blessings, and Trinity.



Jessica González, M.Ed., Associate Director, Volunteer Engagement, University of Dayton

A multicultural higher education professional, Jessica González, M.Ed., specializes in alumni relations, fundraising and enrollment management. Born and raised in San Juan, Puerto Rico, Ms. González came to the US enrolled as a first year student at the University of Dayton and earned a B.A. in English in 1996. After two years of international travel, service and leadership training, she began her career in higher education in admission at UD. Student recruiting and counseling led to a commitment to education that took Ms. González back to teaching high school, as well as learning the skills of fundraising for educational initiatives. Ms. González has developed and trained fundraising volunteer networks in higher education and has worked in San Juan and St. Louis, MO, teaching and fundraising for Catholic secondary education. Her passion is multi-layered, yet focused in college counseling consulting for admission and financial aid assistance, with emphasis on multicultural recruitment and retention and building bridges with community partners and alumni constituents.

She is the single, and proud, multi-tasking, mother of Luis Enrique, who is 11 years old.

Conference Speakers



Catherine Hackney, Ph.D., Associate Dean for Graduate Education and Administrative Affairs, College of Education, Health, and Human Services, Kent State University

Dr. Catherine Hackney earned her Ph.D. in Educational Leadership from Georgia State University. Her scholarship has centered on exploring contemporary notions of leadership informed by feminist theory and democratic living. Dr. Hackney is the author of numerous publications and has contributed chapters to a number of books on leadership. She is presently writing a book that examines women's citizenship leadership and a second book that explores leading schools with democratic practical wisdom.

Dr. Hackney has worked with women leaders in various cultures. Presentations of her work have taken her around the US, as well as to England, United Arab Emirates, Nigeria, and Turkey. She recently led professional sessions for Nigerian women leaders of social service agencies. At present, she is collaborating with school leaders in Istanbul to create more democratic leadership practices in schools. Before joining the academy, Dr. Hackney served as a middle grades teacher, curriculum director, and elementary school principal.



Ann C. Hall, Ph.D., Professor of English, CORE (Humanities) and Master of Liberal Studies Director, Ohio Dominican University

Dr. Ann C. Hall currently serves as the CORE Director and has served as Department Chair, Assistant Dean and Dean of Graduate Studies, and Honors Co-Director. Dr. Hall also served as the President of the Midwest Modern Language Association and the Harold Pinter Society. She is currently President of A Portable Theatre Company, a regional touring company, and she is an active member the Wild Women Writing Group, a creative writing/performing group in Columbus, OH. Dr. Hall has published on drama, feminism, and film and is currently working on a book about playwright and screenwriter Ronald Harwood entitled, *Art Has a Lot to Answer For*.



Lynne Hull, Ph.D., Dean of Students, Franklin University

As the Dean of Students Dr. Hull is responsible for all units within the Division of Student Affairs, including undergraduate and graduate academic advising, student engagement and retention programs, student life and career development, community standards, disability services, and international student programs.

Dr. Hull began her career at Franklin University in 2011 as the Director of New Student Enrollment. She became the Director of Admissions in early 2012 and transitioned to her current role in June of 2013. She is a member of the American College Personnel Association and the National Association for College Admission Counseling. Dr. Hull served as an administrator at Hocking College for almost 20 years and served as an adjunct professor in the Executive Masters of Public Administration program at Ohio University.

Originally from Cleveland, Ohio, Dr. Hull earned her Ph.D. in Leadership in Higher Education from Capella University and holds M.Ed. and B.S. degrees from Ohio University. She and her husband, Matt, have two children.



Belinda Miles, Ed.D., Provost and Executive Vice-President of Academic and Student Affairs, Cuyahoga Community College

Dr. Belinda Miles oversees student learning, success, and completion activities at four campuses that serve nearly 48,000 students annually in career and transfer associate degree programs. Her prior roles include Campus President, various Dean roles, and faculty and administrative posts at LaGuardia Community College, Nassau Community College, Columbia University, and the University of Akron.

Dr. Miles serves as trustee at the St. Joseph's Academy for Girls (Cleveland), is on the American Association of Community College's Commission on Research, Technology, and Emerging Trends, and on the International President's Advisory Board for the Chair Academy. Dr. Miles has served on the faculty of the Higher Education Resource Services (HERS) Summer Institute for Women at Bryn Mawr College since 2006.

Originally from Queens, New York, Dr. Miles attended the City University of New York where she earned a Bachelor of Arts degree in Political Science. She attained a Master of Arts degree in Educational Psychology and a Doctor of Education degree in Higher Education and Leadership Development from Columbia University.

Conference Speakers



Aiesha L. Motley, M.Ed., Associate Director of Operations, Office of Multicultural Development, The University of Akron

Aiesha Motley earned a Bachelor of Science degree in Political Science/Criminal Justice and a Masters of Arts in Education specializing in Higher Education Administration from The University of Akron. She currently serves as Associate Director of Operations in the Office of Multicultural Development at The University of Akron.

Ms. Motley's professional career began as an academic advisor for honors students at The University of Akron. Prior to her current position, she served as Assistant Director of the Upward Bound Classic Program at Kent State University where she worked with first generation college students who participated in the TRiO program, which prepared students academically and socially for college success.

In her spare time she serves as a Court Appointed Special Advocate (CASA) for children in Summit County, Ohio. Ms. Motley and her husband, Curtis, are the proud parents of three children: Layla, Lance, and Logan.



Amanda Shaffer, M.A., GPCC, ACC, Director, Office of Faculty Development, Case Western Reserve University

Amanda Shaffer is Director of the Office of Faculty Development at Case Western Reserve University (CWRU). She was formerly Project Director for the NSF-PAID program Institutions Developing Excellence in Academic Leadership (IDEAL). During IDEAL, Ms. Shaffer received two sub-awards, in 2011 and 2012, from FORWARD to design and conduct a regional career development program, *Tenure and Beyond: Building an Intentional Career in STEM*.

Tenure and Beyond: Building an Intentional Career in STEM.

Since 2004 Ms. Shaffer has engaged in climate improvement activities for faculty at CWRU where she has served as Interim Faculty Diversity Officer and Manager of Faculty Diversity and Development. From 2001 to 2004, she was a Special Consultant on Research Ethics also at CWRU.

Ms. Shaffer is a Gestalt Professional Certified Coach (GPCC) with International Coach Certification (ACC) and earned an M.A. in Philosophy from Cleveland State University. Her additional training includes Negotiation and Mediation, Bullying and Mobbing in the Workplace, Mindful Facilitation and a Certificate in Women in Leadership from the Weatherhead School of Management. A founding member of the Ohio Diversity Officers Collaborative, and Red Hen Productions Feminist Theatre, Ms. Shaffer serves on the boards of local nonprofit organizations and is active in a range of initiatives in her community.



Robin Selzer, Ph.D., Assistant Director, Pre-Professional Advising Center, University of Cincinnati

Dr. Robin Arnsperger Selzer is an Assistant Director with the Pre-Professional Advising Center at the University of Cincinnati, where she works with Pre-Pharmacy majors. She is the convener for UC's Undergraduate Academic Advising Association and UC's Institutional Representative (IR) for ACE WNO. She has 14 years of experience in higher education in public, private, and distance-learning institutions.

Dr. Selzer began her career in Student Affairs, where she worked her way up from a volunteer to Acting Director of the UC Women's Center. She worked at Union Institute & University in Enrollment Management and as Assistant Dean for their Ph.D. in Interdisciplinary Studies. Her work at the UC Alumni Association reconnected graduates back to UC and supported fundraising among donors and friends. Thus, she brings a multi-dimensional lens to her leadership roles.

Dr. Selzer earned her undergraduate and master's degrees from the University of Cincinnati. She earned her Ph.D. from Loyola University Chicago where her research explored the "Experience of Body Image Among African American Sorority Women." Outside of work, she enjoys spending time with her two girls and partner, Jeff.

Conference Speakers



Charene T. Thornton, M.S., Student Services Coordinator, Wright State University

Charene Thornton's professional background includes working in several industries in healthcare, the private sector, and for the federal government. During her time with the Department of Defense she received an Outstanding Woman of the Year award for her excellence in leadership. Ms. Thornton's diverse background brings added value to her work in higher education.

Ms. Thornton graduated with honors from Wilberforce University with a bachelor's degree in Organizational Management. She earned her master's degree in Logistics and Operations Management from Wright State University. Ms. Thornton currently works in Wright State University Career Services as an administrator for the Federal Work Study Reading Tutor program.

Ms. Thornton has dedicated her life to public service with a focus on diversity and literacy. She has served on several community boards that include the Miami Valley Literacy Council and the African American Wellness Walk.

Ms. Thornton is an advocate for diversity and inclusion initiatives. She is formally trained in Excellence & Diversity for search committees, Facilitation of Dialogue in Race Relations, and also serves as a faculty member for the First Year Seminar for the Wright State University Learning Communities.



Mercedes C. Vance, Witt/Kieffer

Mercedes C. Vance brings 12 years of higher education and not-for-profit executive search experience to Witt/Kieffer. Prior to joining Witt/Kieffer she worked in corporate retained search, but her commitment to participating in organizations that enhance diversity and quality of life brought her back to higher education and not-for-profit search work.

Serving a broad spectrum of Witt/Kieffer higher education clients and candidates, Ms. Vance works to identify presidents, vice presidents and deans in colleges and universities. Mercedes is involved in the complete range of executive search services including identifying top candidates and assisting in the research, interviewing, negotiating and follow-up processes of every successful search.

During college Ms. Vance worked for four years in all aspects of human resources for the U.S. Department of Energy in Albuquerque, NM. Her work in human resources led her to a career in executive search work.

Ms. Vance is committed to serving not-for-profit groups by volunteering with a wide variety of organizations in her community. She earned her associate's degree at the University of New Mexico and her bachelor's degree in business administration from Southern New Hampshire University.



Carol Winter, Doctoral Graduate Assistant, Educational Administration, College of Education, Health, and Human Services, Kent State University

Carol Winter is serving her second term on the Westlake City School District's board of education. She is currently a doctoral student and graduate assistant in the Educational Administration program at Kent State University. Her dissertation explores the interplay of women superintendents and the feminist ethic as they address the demands of leading their organizations in the current climate of educational reform. She also is working with Dr. Catherine Hackney on a book examining women's citizenship leadership.

As former president and current vice-president of her community's school board, Ms. Winter has helped lead the efforts of school stakeholders in a successful \$84 million bond project that is nearing completion with the opening of a new high school and new middle school in Fall of 2013 and the opening of the renovated intermediate school in Fall of 2014.

Ms. Winter earned a Master of Arts in Middle School Education from Eastern Michigan University and has previously served as a middle grades teacher and assistant principal.



Roles and Expectations of Institutional Representatives (IRs)

The Institutional Representative (IR) is a key person in the development and implementation of the strategic plans of the ACE Women's Network Ohio (WNO). The IR's appointment recognizes the critical role she has already played at her institution with regard to women's leadership issues on her campus and signals the institution's support for the advancement of women into key leadership positions. The IR works in close collaboration with the state co-coordinators and serves as a liaison between the women at her institution and the WNO Executive Board and the American Council on Education's (ACE) Women's Network.

Women fulfilling this role serve as catalysts for innovation among women in higher education and as communication links between and among women administrators, women aspiring to leadership roles, and ACE leaders committed to the furtherance of women's roles in higher education leadership. The institutional representative may wish to appoint a committee of women to work with her on her campus.

Basic expectations of the institutional representative will be to:

Identify

- Build a campus network of current and potential leaders (administrators, faculty, student services, business office and development/advancement/alumni).
- Provide information to the state co-coordinators about women administrators on campus, (new appointments, resignations, title changes, vacant leadership positions, etc.)
- Communicate with state co-coordinators and other IR's to broaden the ACE Women's Network- Ohio.

Develop

- Keep women on campus informed regarding the agenda and/or programs of the ACE Women's Network.
- Keep women on campus informed of state/national leadership programs, fellowships, and grants.
- Encourage senior-level women and men to serve as mentors or sponsors to women in middle-level administrative positions.

Encourage

- Assist the women on campus in relaying their suggestions and concerns to an appropriate institutional, state, or national body.
- Urge women on campus to consider their next steps and to take advantage of opportunities.

Advance

- Learn about institutional policies and procedures that identify, prepare, and advance administrators.
- Nominate women for leadership positions as opportunities arise.

Link

- Create opportunities for campus women at all levels to get to know one another's interests, ambitions, and talents.
- Take advantage of opportunities for campus women to meet and share ideas and concerns with women from the political, civic, and corporate spheres.

Support

- Publicize formally and informally the accomplishments of women on campus.
- Organize or join roundtables or networks for women administrators on campus.
- Encourage women to seek leadership roles on appropriate boards, committees, and professional organizations.

Institutional Representatives

NORTHWEST REGION (18 Institutions) – Northwest Region Coordinator – Lisa Williams

Institution	IR First Name	IR Last Name	IR Title & Contact Information
Bluffton University			
Bowling Green State University	Mary	Krueger	Director, Women's Center, mkruege@bgsu.edu , 419.372.7227
Davis College			
Defiance College	Lois	McCullough	VP Business & Management, lmccullough@defiance.edu ,
Heidelberg College	Ellen	Nagy	Director, First Year Experience, enagy@heidelberg.edu , 419.448.2063
Lourdes College	Deborah	Schwartz	Director, Institutional Assessment & Retention, dschwartz@lourdes.edu , 419.824.3760
Mercy College of Northwest Ohio	Regan	Lutz	Associate Dean, General Studies, regan.lutz@mercycollege.edu , 419.251.8968
Northwest State Community College			
Ohio Northern University	Alice-Kay	Hilderbrand	VP Student Affairs, a-hilderbrand@onu.edu , 419.772.2431
Owens Community College			
Rhodes State College			
Terra Community College	Lisa	Williams	VP Academic Affairs, lwilliams01@terra.edu , 419.559.2355
The Ohio State University, Lima Campus	Beth	Keehn	Director, Admissions, keehn.5@osu.edu , 419.995.8434
Tiffin University	Judy	Gardner	Associate VP Academic Support Programs, jgardner@tiffin.edu , 419.448.3420
University of Findlay			
University of Northwestern Ohio			
University of Toledo	Penny	Poplin Gosetti	Interim Vice Provost, Academic Innovation, penny.poplin.gosetti@utoledo.edu , 419.530.5570
University of Toledo Health Science Campus			

NORTHEAST REGION (27 Institutions) Northeast Region Coordinator – Alfreda Brown

Institution	IR First Name	IR Last Name	IR Title & Contact Information
Ashland University	Ann	Shelly	Professor, Education Foundations,, ashelly@ashland.edu , 419.289.5388
Baldwin-Wallace College	Terry	Finefrock	Assistant Director, Financial Aid, tfinefro@bw.edu , 440.826.8041
Case Western Reserve University	Lynn	Singer	Deputy Provost & VP Acad. Programs, lynn.singer@case.edu , 216.368.4389
Cleveland Institute of Art	Almut	Zvosec	VP Business Affairs, azvosec@gate.cia.edu , 216.421.7447
Cleveland State University	Connie	Hollinger	Professor, Psychology, c.hollinger@csuohio.edu , 216.687.2544
College of Wooster			
Cuyahoga Community College	Sandy	Robinson	VP Academic Affairs sandy.robinson@tri-c.edu , 216.987.5268
Hiram College	Gail	Ambuske	Professor, Economics & Management, ambuskegc@hiram.edu , 330.569.5139
John Carroll University			
Kent State University, Kent Campus	Alfreda	Brown	VP Diversity, Equity & Inclusion, abbrown@kent.edu , 330.672.2442
Kent State University, Stark Campus	Carey	McDougall	Associate Professor Art, cmcdoug2@kent.edu , 330.244.3354
Kent State University, Tuscarawas Campus	Frances	Halder	Assistant Dean, fhalder@tusc.kent.edu , 330.339.3391, ext. 47435
Lake Erie College			
Lakeland Community College	Michele	Miller	Medical Assisting Director, Online Medi- cal Transcription Coordinator, mmil- ler@lakelandcc.edu , 440.525.7428
Lorain County Community College	Dr. Marcia J.	Ballinger	Provost and VP, Academic and Learner Services, (440) 366-4052 mballing@lorainccc.edu
Malone University			
University of Mount Union			
North Central State College			
Northeast Ohio Medical University			
Notre Dame College			
Oberlin College			
Stark State College	Lada	Gibson- Shereve	Dean, Liberal Arts 330-966-5457, X4326 LGibson@starkstate.edu
University of Akron	Karla	Mugler	Assoc. Provost & Dean University Col- lege, mugler@uakron.edu , 330.972.6248
University of Akron, Wayne College	Paulette	Popovich	Associate Dean of Instruction, popovic@uakron.edu , 330.684.8945
Ursuline College	Tina	Roan Lining	Director, Multicultural Affairs, troan@ursuline.edu , 440.684.6085
Walsh University			
Youngstown State University			

CENTRAL-SOUTHEAST REGION (22 Institutions) Central-Southeast Region Coordinator – Laurel Kennedy

Institution	IR First Name	IR Last Name	IR Title & Contact Information
Belmont Technical College	Rebecca	Kurtz	VP Learning & Student Success, bkurtz@btc.edu , 740.695.9500, ext. 1024
Capital University			
Central Ohio Technical College & Ohio State University, Newark Campus	Jackie	Parrill	VP Institutional Planning & Human Resources Development/COTC; Director Human Resources, Campus Relations & Planning Support/OSU-Newark, parrill.9@osu.edu , 740.366.9407
Columbus State Community College			
Denison University	Laurel	Kennedy	VP Student Affairs, kennedy@denison.edu , 740.587.6562
Denison University	Jenna,	McDevitt	Director, Administrative Services mcdevitts@denison.edu 740-587-6655
Eastern Gateway Community College			
Franciscan University of Steubenville			
Franklin University	Bonnie	Smith Quist	VP University Advancement & Strategic Relations, quistb@franklin.edu , 614.947.6062
Hocking College			
Kenyon College	Jane	Martindell	Dean, Academic Advising, martindellj@kenyon.edu , 740.427.5145
Marietta College			
Marion Technical College			
Mount Carmel College of Nursing			
Mount Vernon Nazarene University	Karen	Boyd	Chair, Social Work Department, kboyd@mvnu.edu , 740.392.6868, ext. 3703
Muskingum University	Celeste	Warne	Assistant to the VP of Academic Affairs, cwarne@muskingum.edu , 740.826.8123
Ohio Dominican University	Ann C.	Hall	Professor, English, halla@ohiodominican.edu , 614.251.4673
Ohio University	Susanne	Dietzel	Director Women's Center, dietzel@ohio.edu , 740.593.9625
Ohio Wesleyan University	Barbara	Andereck	Associate Dean, Assessment & Accreditation, bsandere@owu.edu , 740.368.3113
Otterbein University	Kristi	Robbins	Chief of Staff, (614) 823-1232 krobbins@otterbein.edu
Ohio State University	Jennifer	Beard	Asst. Director, The Women's Place, beard.140@osu.edu , 614.292.5540
Washington State Community College	Dixie	Stone	Dean, Health Sciences, dstone@wscc.edu , 740.374.8716
Zane State College			

SOUTHWEST REGION (23 Institutions) Southwest Region Coordinator – VACANT

Institution	IR First Name	IR Last Name	IR Title & Contact Information
Antioch University Midwest			
Cedarville University			
Central State University	Shaunte	Russell	Conference and Event Services Coordinator, srussell@centralstate.edu 937-376-6282
Cincinnati Christian University			
Cincinnati State Technical & Community College	Rayma	Smith	Dean, Humanities & Sciences, rayma.smith@cincinnatiastate.edu , 513.569.1616
Clark State Community College	Kandyce	Meo	Director, Counseling and Academic Support Services, meok@clarkstate.edu , 937.328.6024
College of Mount Saint Joseph	Maggie	Davis	Associate Academic Dean, maggie_davis@mail.msj.edu , 513.244.4630
Edison Community College	Sandy	Brubaker	Assoc. VP Student Development & Enrollment Management, brubaker@edisonohio.edu , 937.778.7851
Kettering College			
Miami University	Jane	Goettsch	Director, Women's Center, jane.goettsch@muohio.edu , 513.529.1510
Shawnee State University	Roberta	Milliken	Associate Professor, English & Humanities rmilliken@shawnee.edu , 740.351.3338
Sinclair Community College	Melissa	Tolle	Assistant to Senior VP Student Services, melissa.tolle@sinclair.edu , 937.512.2259
Southern State Community College	Nicole	Roades	VP of Institutional Advancement 937.393.3431 x. 2622 nroades@sscc.edu
Union Institute & University, The	Elizabeth (Lib)	Pruden	Associate Provost for Institutional Effectiveness, elizabeth.pruden@tui.edu , 513.487.1232
University of Cincinnati	Robin	Arnsperger - Selzer	Assistant Director, Pre-Professional Advising, 513-556-2852 Arnsperi@UCMAIL.UC.EDU
University of Dayton	Lisa	Rismiller	Director, Women's Center, 937.229.5592 isa.rismiller@udayton.edu
University of Rio Grande & Rio Grande Community College			
Urbana University			
Wilberforce University			
Wilmington College	Iris	Kelsen	VP External Programs, iris_kelsen@wilmington.edu , 513.793.1337
Wittenberg University			
Wright State University	Amber	Vlasnik	Director, Women's Center, amber.vlasnik@wright.edu , 937.775.4524
Xavier University			

SAVE THE DATE

16th Annual

ACE WOMEN'S

NetworkTM

Ohio

Conference

NOVEMBER 7, 2014

The ACE WNO would like to extend a special thank you to Wright State University for hosting our conference and especially to Cindy Vanzant for managing and executing all the administrative details of the conference, Margaret Murray for designing a beautiful program, and to Amber Vlasnik for paving the way for our conference to be at such a wonderful location.



Please complete the ACE WNO 2013 conference evaluation, found at the link below:
<https://www.surveymonkey.com/s/ACEWNOconferenceevaluation>