

A series of colorful triangles (blue, green, pink, and grey) arranged in a descending staircase pattern from the top left towards the bottom right of the page.

# ACE WOMEN'S Network<sup>TM</sup> *Ohio*

*Adaptable and Ready.* Thriving in a  
New Higher Education Landscape

*Hosted by*

The Ohio State University





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# ACE WOMEN'S Network<sup>TM</sup>

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 visit [www.aceohiowomen.org](http://www.aceohiowomen.org)*



## 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 2014-2015

**Fedearia Nicholson\***, *State Co-Coordinator*  
The University of Akron

**Shari Mickey-Boggs**, *State Co-Coordinator*  
Wright State University

**Jacqueline Parrill**, *Recorder*  
Central Ohio Technical College & The Ohio State University at Newark

**Lisa Rismiller\***, *Treasurer*  
University of Dayton

**Jennifer Beard\***  
The Ohio State University

**Lindsay English**  
Cuyahoga Community College

**D'Naie Jacobs**  
University of Toledo

**Denise McCory\***  
Cuyahoga Community College

**Kendra Preer**  
Stark State College

**Julie Zhao\***  
The University of Akron

**Maria Cronley**  
Miami University

**Jane Goettsch**  
Miami University

**Elizabeth Lewis**  
Kent State University

**Roberta Milliken\***  
Shawnee State University

**Robin Selzer**  
University of Cincinnati

\*Conference Committee

## 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

# President's Welcome

It is my pleasure to welcome the 16th annual conference of the ACE Women's Network-Ohio to The Ohio State University. Thank you all for participating in this important event, which focuses on a guiding principle that is essential to higher education – inclusive excellence.

The mission of ACE Women's Network-Ohio, to improve the status of women throughout higher education, reflects the importance of diversity and inclusion at the institutional level. In the eleven years since Ohio State last hosted this conference, we have made tremendous strides in cultivating an intellectually robust community that promotes diversity of gender, race and ethnicity, academic discipline and country of origin. Yet we know there is more work to do.

The rapidly changing landscape of higher education has tasked each of our institutions with finding the very best faculty, staff and administrators, while creating programs and resources to support them in their professional pursuits. Our success depends on how well we value and engage with these diverse groups of individuals.

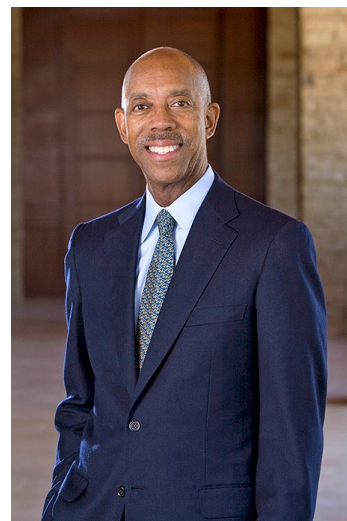
The workshops scheduled for this conference will challenge each of you to broaden your perspectives, tackling such topics as personal branding, the power of female-to-female mentoring and building inclusive leadership experiences for marginalized groups. It is my hope that you will leave these sessions energized, armed with the tools you need to advance your careers and help your institutions build even stronger communities.

My sincerest thanks go to the ACE Executive Board for organizing this event, and to the Ohio State staff who made it possible.

I hope that you find the conference enlightening, and that you enjoy your time at Ohio State.

Sincerely,

Michael V. Drake, MD  
President



**Dr. Michael V. Drake**



***Excellence in Higher Education Leadership Awards***

Dr. Judit Puskas  
The University of Akron

Dr. Pamela Shay  
Urbana University & Franklin University

***Outstanding Service by an  
Institutional Representative Award***

Dr. Robin Selzer  
University of Cincinnati

***Professional Development Scholarships***

Tamara Dunaeff  
The Ohio State University

Latricia Milhouse  
Wright State University

***ACE Regional and National Forum Awards***

Dr. Melissa Gruys - ACE Regional Forum  
Wright State University

Dr. Donna Hight - ACE National Forum  
The Ohio State University, Mansfield

# *Adaptable and Ready: Thriving in a New Higher Education Landscape*

## Conference Schedule

**7:30 - 8:30 a.m.      Registration, Networking, and Continental Breakfast**

**8:30 - 8:45 a.m.      Welcome**

Michael V. Drake, MD, President, The Ohio State University  
Fedearia Nicholson, ACE WNO State Co-coordinator

**8:45 - 10:15 a.m.      Presidential Panel**

Dr. Katherine Fell, The University of Findlay  
Dr. Laura Meeks, Eastern Gateway Community College  
Dr. Debra L. McCurdy, Rhodes State College  
Dr. Beverly Warren, Kent State University  
Moderator: Dr. Kathy A. Krendl, Otterbein University

This distinguished panel of university presidents will share their thoughts and insights on the advancement of women in higher education as well as their own career trajectories. In addition, conversation will focus around the changing landscape of higher education and college and university leaders' expectations regarding those changes and the skills required to be successful. It is the hope of ACE WNO that the panel's message will resonate with all attendees, be it graduate students aspiring to administrative or academic positions in higher education, emerging and mid-level administrators seeking to advance into the next level of administration, or senior leaders working their way toward presidencies. The panel should both model becoming a president, a goal worth considering for all women at the conference, and further build a foundation of best practices and possibilities for the advancement of women in higher education across the state.

**10:15 - 10:45 a.m.      ACE WNO Awards**

**10:45 - 11:00 a.m.      Break**

**11:00 - 12:15 p.m.      Concurrent Breakout Sessions I**

- Dual Roles: Balancing Faculty and Administrative Duties in Today's Higher Education Landscape  
*Rosa M. Ailabouni Room*
- Flexing your Body and Mind: An Experiential Workshop  
*Tanya Rutner Room*
- Leveraging Intercollegiate Networks to Improve STEM  
*Round Meeting Room*
- The Mindful Career: Using Self-Awareness to Get From Here to There  
*Barbie Tootle Room*
- The Rule is Everybody Wins: Young Professionals, Finding Your Own Voice  
*Suzanne M. Scharer Room*
- Women of Color Administrators in Higher Education: Thriving in Thought, Theory, and Practice  
*Hays Cape Room*



# *Adaptable and Ready.* Thriving in a New Higher Education Landscape

## Conference Schedule

12:15 – 1:15 p.m.	<b>Lunch and Networking</b>  Shari Mickey-Boggs, ACE WNO State Co-coordinator
1:15 - 1:30 p.m.	<b>Break</b>
1:30 - 2:45 p.m.	<b>Concurrent Breakout Sessions II</b> <ul style="list-style-type: none"><li>• Building an Inclusive Leadership Experience for Women of Color, Using Members of African American Sororities as a Model <i>Tanya Rutner Room</i></li><li>• Intergroup Dialogue <i>Hays Cape Room</i></li><li>• Developing a Successful Sex Discrimination Prevention &amp; Response System Through Proactive Partnership <i>Round Meeting Room</i></li><li>• Moving from Faculty to Administrative Roles <i>Rosa M. Ailabouni Room</i></li><li>• The Mindful Career: Using Self-Awareness to Get From Here to There <i>Barbie Tootle Room</i></li><li>• The Power of Women Mentoring Women <i>Suzanne M. Scharer Room</i></li></ul>
2:45 - 3:00 p.m.	<b>Break</b>
3:00 - 3:45 p.m.	<b>Plenary Session</b>  Dr. Holly Craider Denise McCory  The 21st century presents new challenges to higher education, such as performance-based funding, shared governance, increasing accountability, and dwindling resources. When viewed through a transformative leadership lens, these challenges can be approached in new and creative ways, emphasizing effective communication, collaboration, reframing, aligning resources with goals, and ethical decision-making. Using real-world scenarios and small group activities, the session will demonstrate how to effectively apply transformative leadership strategies in a higher education setting.
3:45 - 4:00 p.m.	<b>Closing Remarks and Door Prizes</b>  <i>Must be present to win</i>



# Concurrent Session Descriptions

## **Building an Inclusive Leadership Experience for Women of Color, Using African American Sorority Members as a Model**

Tanya Rutner Room

*Terri M. Hurdle - Mount St. Joseph University*

Universities, through leadership programming, take on the role of developing students as leaders and good citizens. However, the theoretical frameworks and models utilized within these programs have excluded traditionally marginalized groups and do not voice their experience or identity. A key example of marginalization is the characterization of African American women who are said to be angry, too independent, and promiscuous- labels bestowed upon them through the vision of others. As more women of color enter higher education institutions, it is important that leadership programs utilize theories that include their contextual history and experience. The question is, how are universities offering inclusive leadership programming?

## **Developing a Successful Sex Discrimination Prevention & Response System Through Proactive Partnership**

Round Meeting Room

*Jean Griffin & Kate Lawson - Xavier University*

Xavier University's Title IX Coordinator and Director of Student Integrity will discuss their experience grappling with the complexities of Title IX and VAWA compliance. They will share their efforts to ensure that the university's prevention and response systems are not just compliant, but reflect best practices. Presenters will share their successes and challenges and participants will be encouraged to engage in dialogue regarding this timely and highly visible issue.

## **Dual Roles: Balancing Faculty and Administrative Duties in Today's Higher Education Landscape**

Rosa M. Ailabouni Room

*Linda Koenig, Ann Linden, Katy Mathuews, & Becky A. Thiel - Shawnee State University*

This roundtable explores the growing trend in higher education of dual administrative/faculty positions. Such split positions, often viewed as gateways to purely administrative roles, are imbued with unique challenges and opportunities. In this session, a group of women who have held a variety of such positions will share their insights and recommendations on adapting to the complex environment of dual administrative/faculty roles.

## **Flexing Your Body and Mind: An Experiential Workshop**

Tanya Rutner Room

*Maryanna Klatt - The Ohio State University*

How can we remain agile in both body and mind to meet the changing landscape in which we live and work? Come learn some techniques that you can utilize during the day to keep yourself fresh and energized in both body and mind. This workshop is meant to be experiential, in comfortable work attire as we stretch together in our visioning of self.

## **Intergroup Dialogue**

Hays Cape Room

*Nicole Nieto - The Ohio State University*

Intergroup Dialogue, founded at the University of Michigan over 20 years ago, is a structured format to increase the capacity of community building through dialogue. It relies on carefully structured conversations exploring structures of inequality and privilege. Careful consideration is paid to how one's social identities impact their experiences. Intergroup Dialogue serves as a framework for discussing systems of power while also creating community.

## **Leveraging Intercollegiate Networks to Improve STEM**

Round Meeting Room

*Samantha Howe - The Ohio State University & Stephanie Goodwin - Wright State University*

This panel introduces strategies for addressing STEM diversity issues through the use of cross-institutional connections. Presentations include: a review of how OSU utilized CIC connections to successfully host a conference for postdocs of color in STEM; a discussion of how the LEADER consortium established a successful intercollegiate STEM mentoring network; and insights from Case Western Reserve's leveraging the ADVANCE community to establish a Higher Education Recruitment Consortium (HERC).

# Concurrent Session Descriptions



## **Moving From Faculty to Administrative Roles**

Rosa M. Ailabouni Room

*Pamela Norris Ellison - Cuyahoga Community College*

This session is intended for faculty members who are considering becoming an administrator. Ideas will be presented demonstrating some of the pros and cons of moving from a tenured faculty member to an administrator and the challenges that the promotion presents. The presenter will share information about educational background, previous work experience, leadership qualities, and communication skills that will make the transition process easier for the emerging administrator.

## **The Mindful Career: Using Self-Awareness to Get From Here to There**

Barbie Tootle Room

*Jennifer Hecksher - The Ohio State University & Amanda Shaffer - Case Western Reserve University*

Career advancement for women in academia often requires more than simply accumulating accolades and accomplishments- it involves strategy, choices, and deliberate action. Going beyond the expected academic leadership competencies, this workshop will present a framework for career potential and personal motivation. Using hands-on exercises, participants will leave with an outline for a 5 or 10-year career proposition. Participants will explore the impact of personal branding on career momentum, map their academic social capital, develop an elevator pitch and learn networking techniques. A key learning objective is to provide participants with the self-knowledge and skills to engage in intentional career planning at every stage of their career.

## **The Power of Women Mentoring Women**

Suzanne M. Scharer Room

*Cathy Bishop-Clark, Brooke Flinders, & Lee Knisley Sanders - Miami University*

Much has been written about the importance of mentoring in higher education and about the common barriers that female leaders, in particular, face. In this session, we'll discuss key ideas from the recently published book, *The Confidence Code: The Science and Art of Self-Assurance* (Kay & Shipman, 2014), and we'll debate selected topics from the best selling book, *Lean In* (Sandberg, 2013). Finally, we'll consider how female-to-female mentoring can contribute to a culture shift in higher education.

## **The Rule is Everybody Wins: Young Professionals, Finding Your Own Voice**

Suzanne M. Scharer Room

*Patrice N. Barnes & Samantha Foltz - University of Cincinnati*

I want to be successful, admired, respected, and effective. But, I'm a young professional and unsure of a lot things... what rules do the winners play by? The answer: there are no rules. From the perspective of two young professionals at the University of Cincinnati, this session addresses the need for finding your voice and keeping it consistent in the shifting culture of higher education. Higher education can be a challenging career to navigate. How can it be expected for young, professional women to remain in higher education when not all voices are heard? We will discuss our experiences as young practitioners and how personal and identity development is essential in the development of one's professional legacy. If you're a young professional, you will be able to identify ways to intensify your personal advocacy, overcome failure and seek out mentorship. If you're a seasoned professional, you will be able to identify ways you can support younger professionals through advocacy, transparency and innovation.

## **Women of Color Administrators in Higher Education: Thriving in Thought, Theory and Practice**

Hays Cape Room

*Katherine Betts, Stephanie Clemons Thompson, Davida Loren Haywood, & Habiba Kamagate - The Ohio State University*

This session will explore the lives of four African American women administrators navigating their way through higher education utilizing thought, theory, and practice. By incorporating historical identities unique to black women, critical race feminism, intersectionality, and coping mechanisms like "truth-telling" and "testifying," the women will highlight their personal and professional challenges and triumphs by narrating their own stories and encouraging presentation attendees to do the same.

# Presidential Panel



**Katherine Fell, Ph.D.**  
**The University of Findlay**

Katherine Rowe Fell became the 17th president of The University of Findlay on July 1, 2010. Fell has led the University community through an update of the 2005-15 Strategic Plan, adding emphases on international travel and service learning as shared experiences for the University's students and sparking a re-examination of the core curriculum.

Fell previously served as vice president for advancement at Centenary College, Shreveport, LA, where she had been the chief development officer since 2000. She began her tenure at Centenary in 1986 as an associate professor of English. During her 14 years as a professor, she developed an interdisciplinary major in communication, which grew to become one of the college's strongest majors, and taught a variety of English courses.

A native of Stamps, AR, she holds a bachelor of science in education in English, with a minor in speech, from Southern Arkansas University, Magnolia, and a master of arts in English from Louisiana Technical University in Ruston. She completed a Ph.D. in English from Texas A&M University at College Station. Fell and her husband, Roger, are the parents of six children.



**Kathy A. Krendl, Ph.D.**  
**Otterbein University**

Kathy A. Krendl is the 20th president and the first woman to lead Otterbein University, a comprehensive master's institution of 3,000 students founded in 1847 as the first coeducational institution in the country. Since joining Otterbein, the institution has won national recognition for its distinctive undergraduate curriculum and focus on experiential learning. Otterbein is consistently recognized on the President's Honor Roll of community-engaged institutions and ranks in the top tier of institutions for its commitment to a student-centered learning environment.

Prior to joining Otterbein, Krendl served in key leadership positions at Ohio University including Executive Vice President and Provost as well as Dean of the Scripps College of Communication. At Indiana University, Krendl served as a faculty member, administrator, and Dean of IU's state-wide School of Continuing Studies. Krendl earned her B.A. at Lawrence University, her M.A. at The Ohio State University, and her Ph.D. at the University of Michigan.



**Debra L. McCurdy, Ph.D.**  
**Rhodes State College**

Dr. McCurdy has served as president at James A. Rhodes State College since February, 2006. McCurdy previously served as provost and chief operating officer at Georgia Perimeter College, a 7,100-student college in Dunwoody, Georgia. Prior to that, she worked as associate provost at Clark Atlanta University in Atlanta. She previously worked as vice president for academic affairs for Paul Quinn College in Waco, Texas, and assistant dean of academic affairs at Brandeis University in Waltham, Massachusetts. McCurdy earned her bachelor's and master's degree in education as well as a doctoral degree in

higher education and supervision from Bowling Green State University.

# Presidential Panel



**Laura Meeks, Ph.D.**  
**Eastern Gateway Community College**

Dr. Laura Meeks is the president of Eastern Gateway Community College, which serves Trumbull, Mahoning, Columbiana and Jefferson Counties. Under her 15-year tenure, enrollment has grown more than 50 percent and the college has gained national recognition, including being named a Leader College in the Achieving the Dream national student success movement. Meeks was instrumental to bringing Eastern Gateway to Warren and Youngstown. Thanks to her efforts and those of the college and state legislators, Mahoning Valley residents now have an affordable and accessible avenue to

higher education.

Meeks earned a bachelor's degree in speech from the University of Minnesota, a master's degree in rhetoric and an education specialist degree from Pittsburg State University, and her doctorate in curriculum and instruction from Kansas State University.

Meeks previously served as president of Fort Scott Community College in Fort Scott, KS, vice president of instruction at Green River Community College in Auburn, WA, and served on the Board of Directors and Executive Committee of the American Association of Community Colleges. She currently serves on the American Association of Community Colleges' national working group for the Voluntary Framework of Accountability. She is past president of the board of the Ohio Appalachian Center for Higher Education, and served as a board member of Leadership Ohio.



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

Dr. Beverly Warren became Kent State University's 12th president on July 1, 2014. Kent State is one of the nation's largest university systems, with eight campuses that serve more than 42,000 undergraduate and graduate students from throughout Ohio and the nation, and from approximately 100 countries. The university employs more than 5,400 full- and part-time faculty and staff, making it one of Northeast Ohio's largest employers.

Prior to coming to Kent State, Warren served as provost and senior vice president at Virginia Commonwealth University (VCU). She spent 14 years at VCU, starting as a professor and head of the School of Education's Division of Health, Physical Education and Recreation, and later serving as dean of the School of Education. Before joining VCU, she held faculty positions at Smith College, Auburn University, Appalachian State University and Lander University. In all these posts, Warren earned a reputation as a consensus builder and effective communicator.

A North Carolina native, Warren holds a bachelor's degree from the University of North Carolina at Greensboro; a master's degree from Southern Illinois University; and two doctorates, an Ed.D. in administration of higher education from the University of Alabama and a Ph.D. in exercise physiology from Auburn University.



# Conference Presenters



**Patrice N. Barnes, B.A., Program Coordinator, Gen 1 Theme House, University of Cincinnati**

Patrice Barnes is a native of Cincinnati, Ohio, and graduate of the Women's Gender and Sexuality Program at the University of Cincinnati. She currently serves as the Program Coordinator for the Gen 1 Theme House at UC where she provides programmatic support for first generation college students. A first generation college graduate, Barnes enjoys being a resource to students through their shared experiences. In addition to her work on campus, Barnes is involved in community service through her sorority Alpha Kappa Alpha Sorority Inc. and Girls Read, a program she founded to support both the literary development and self-esteem building of girls.



**Katherine Betts, M.S., Intercultural Specialist and Liaison to African and African American Student Initiatives, Student Life Multicultural Center, The Ohio State University**

Katherine Betts serves as the Intercultural Specialist and Liaison to African and African American Student Initiatives within the Student Life Multicultural Center at The Ohio State University. She works to ensure that students from historically underrepresented groups have access to leadership skills, campus resources, and transformative educational experiences that will equip them for global leadership. Betts earned her master's degree in Student Affairs and Higher Education Administration from Indiana State University and is a doctoral student in the Higher Education Leadership program at the University of Toledo. She hopes to use her training in social justice, along with her knowledge of higher education leadership, as a means of dismantling oppressive structures that impact systems, organizations, and individuals.



**Cathy Bishop-Clark, Ph.D., Associate Dean, College of Professional Studies and Applied Sciences, Miami University**

Cathy Bishop-Clark began her career at Miami University in 1989. She has a bachelor's degree in computer science from the University of Dayton, a master's degree in quantitative analysis, and a doctorate in educational foundations from the University of Cincinnati. Bishop-Clark's research has ranged from studying novice programmers to studying a variety of innovations in the computing classroom. In 2012 she published a book related to the Scholarship of Teaching and Learning and has presented and worked with faculty internationally in this area. At Miami, Bishop-Clark has been a faculty member in the department, an Associate Dean of the Middletown Campus, the chair of the CIT department, and is currently the Associate Dean of the College of Professional Studies and Applied Sciences.



**Stephanie Clemons Thompson, M.Ed., Coordinator of Scholarship Services, Office of Diversity and Inclusion, The Ohio State University**

Stephanie Clemons Thompson serves as the coordinator of Scholarship Services for the Office of Diversity and Inclusion (ODI) at The Ohio State University. She works primarily with the Morrill Scholars Program, ODI's most prestigious scholarship that rewards academically exceptional students who are actively engaged in diversity-based leadership and service activities. As a first-generation college student, navigating the post-secondary academic environment was lonely and challenging. Earning degrees in psychology from Baldwin-Wallace University and college student personnel from Ohio University helped her discover her passion to serve as the mentor she so desperately needed. In addition to balancing career and family responsibilities, Clemons Thompson is completing her doctoral studies in the higher education executive cohort program at Ohio University and will graduate in 2016.



**Holly Craider, Ph.D., Director, College Information and Enrollment Support Center, Cuyahoga Community College**

Dr. Holly Craider is the Director of the College Information & Enrollment Support Center at Cuyahoga Community College and is also an adjunct faculty member in the Liberal Arts department. With ten years experience as a higher education professional, she has worked in the areas of admissions, financial aid, student success, recruitment, and eLearning & innovation. Craider has been a regular presenter for professional organizations including the National Resource Center for the First Year Experience, American College Personnel Association, and the National Career Development Association. She earned her Ph.D. in Higher Education Administration from Kent State University in May of 2014.



# Conference Presenters



**Pamela Norris Ellison, Ph.D., Associate Dean, Business, Math, & Technology, Cuyahoga Community College**

Dr. Ellison earned her bachelor's degree in comprehensive business education from Dyke College, a teaching certificate from Ursuline College and earned both her master's in vocational business education and her doctorate in curriculum and instruction from Kent State University. Ellison taught in the Administrative Office Systems and Information Technology department at Cuyahoga Community College and served as the Faculty Coordinator for Information Technology and the Metropolitan Campus Faculty Development Coordinator. In 2010, Ellison was promoted to Associate Dean of Business, Math, and Technology. She has since served on a number of college-wide committees and coordinated several initiatives including the Choose Ohio First Scholarship program. Ellison works closely with faculty to update the curriculum and with administrators and staff to achieve strategic plan goals for the Metropolitan Campus and the College.



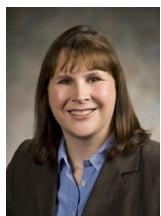
**Brooke Flinders, M.S., Associate Professor, Department of Nursing, Miami University**

Brooke Flinders earned her associate's and bachelor's degrees in nursing from Miami University. She earned a certificate in nurse-midwifery and a master's degree in nursing from Frontier School of Midwifery and Family Nursing in Hyden, KY. She is now an Associate Professor in the Department of Nursing at Miami University. In 2010, Flinders partnered with the YWCA Hamilton to receive funding from the U.S. Department of Health and Human Services as part of the Teen Pregnancy Prevention initiative. Her research explores teen attitudes and behaviors as well as the impacts of evidence-based programming. Flinders has incorporated hundreds of junior-level nursing students as "FOCUS" program educators and has worked with dozens of undergraduates through her leadership and research internships.



**Samantha Foltz, B.A., Academic Advisor, University of Cincinnati**

Samantha Foltz earned her bachelor's degree in Communication from the University of Cincinnati in 2011. Following her graduation, she accepted a position working for her alma mater serving the parents of UC students. Foltz transitioned to an Academic Advisor position where she currently advises undergraduate students within the College of Education, Criminal Justice, and Human Services. This winter, Foltz will complete her master's degree in Educational Studies from the University of Cincinnati.



**Stephanie Goodwin, Ph.D., Research Assistant Professor, Department of Psychology, Wright State University**

Dr. Goodwin is a Research Assistant Professor in the Department of Psychology at Wright State University where she is responsible for a broad program of social psychological research on social biases including projects on implicit biases, impression formation, and social power. Her current research—a collaborative effort funded by a grant from the National Science Foundation—examines hurdles that inhibit people from speaking up when everyday incidents of prejudice occur. Goodwin also serves as program director for the LEADER Consortium, which develops programs and events that benefit STEM women faculty. Previously, Goodwin was an Assistant Professor in the Department of Psychological Sciences at Purdue University. Goodwin received her B.S. in Psychology from the University of Texas at Austin and her M.S. and Ph.D. in Social and Personality Psychology at the University of Massachusetts at Amherst. She completed post-doctoral training in implicit social cognition at Yale University.



**Jean Griffin, M.Ed., Director, Student Integrity, Xavier University**

Jean Griffin has served as Director of Student Integrity at Xavier University since October 2012, after five years as Associate Ombudsman for the University of Cincinnati where she was on the Code of Conduct Review Committee and the Sexual Offense Response Team. Griffin earned her B.A. in Political Science and Urban Studies from Canisius College and her M.Ed. from Indiana University. Previously, Griffin served as Associate Director for the Center for Student Conduct and Conflict Management at the Rochester Institute of Technology, Assistant Coordinator for Residence Life at Indiana University and Area Coordinator for Staff Development at The Catholic University of America. Griffin is a trained mediator and restorative justice facilitator who has developed campus-based mediation programs at both UC and RIT.



# Conference Presenters



**Davida Loren Haywood, Ph.D., Senior Executive Director, Student Life Multicultural Center, The Ohio State University**

Davida Loren Haywood is the Senior Executive Director of the Student Life Multicultural Center at The Ohio State University. In this capacity, she provides intellectual, multidisciplinary, and administrative leadership for the SLMCC's staff; assesses student needs and develops policies, objectives, programs and services to meet them; administers daily operations; and creates program and service partnerships with students, faculty, administrators, and community groups. She possesses nearly sixteen years of administrative experience in student recruitment and admissions, student activities, and multicultural affairs. In addition, she has taught undergraduate and graduate courses on leadership and service-learning, diversity, and case studies in higher education.



**Jennifer Heckscher, M.A., Program Director, Gender Initiatives in STEMM, The Ohio State University**

Jenny Heckscher manages collaborative partnerships, professional development programming, data analysis, and communications strategies in improving and maintaining the strong and sustained representation of women and underrepresented groups within STEMM. She co-led regional efforts to found a higher education recruitment consortium to assist with dual career hiring and is leading efforts to institutionalize Project REACH, an entrepreneurship and leadership development program for academic women. She is the Advisory Board Chair for the Ohio, Western Pennsylvania, West Virginia Higher Education Recruitment Consortium (HERC) and Policy Committee Chair for the national HERC advisory board. She is a former president of Ohio State's Association of Staff and Faculty Women. She earned degrees in English and Education from The Ohio State University and an M.A. in Public Policy and Management from the John Glenn School of Public Affairs.



**Samantha Howe, Ph.D., Program Director, NSF ADVANCE grant, Project Comprehensive Equity at Ohio State, The Ohio State University**

Samantha Howe received her Ph.D. in Public Policy and Management from the John Glenn School of Public Affairs at The Ohio State University in 2013. Her dissertation investigates the relationship between citizen participation and health policy development. Other areas of research include program evaluation methods, gender and organizations, quality of life assessments, and healthcare rationing outcomes. She currently serves as the Program Director for Ohio State's NSF ADVANCE grant, Project Comprehensive Equity at Ohio State (CEOS). Prior to coming to OSU, she earned her B.A. in Politics from Brandeis University.



**Terri M. Hurdle, Ph.D., Director, Diversity & Inclusion, Mount St. Joseph University**

Dr. Terri Hurdle is a native of Cincinnati and an alumnus of Xavier University, where she earned both her bachelor's and master's degrees. As an undergraduate, Terri was active in several student organizations which fueled her passion for the Student Affairs profession. She began her career at the University of Cincinnati where she served as the Program Coordinator for BASE (Brothers and Sisters Excelling) for the African American Cultural and Resource Center, and later as a Coordinator for Student organizations and Emerging Ethnic Leadership Institute in the Office of Student Activities & Leadership Development. Hurdle earned her doctorate in Urban Educational Leadership in June 2012. Her dissertation focused on the leadership development of African American women at predominantly white institutions. She currently serves as the Director of Diversity & Inclusion at Mount St. Joseph University.



**Habiba Kamagate, B.S., Coordinator of Stewardship and Donor Relations, The Ohio State University**

Habiba Kamagate serves as coordinator of Stewardship and Donor Relations for the Office of Student Life Advancement at The Ohio State University. In this role she has oversight over all stewardship and donor relations for more than 30 departments within the Office of Student Life. She is president of the Columbus Urban League Young Professionals and the Diversity Leadership Council for the American Red Cross Central Ohio Blood Services Region. Kamagate was appointed by Columbus Mayor Michael B. Coleman to serve on the Create Columbus Commission. She is an alum of the Chase Gen Y Leadership Academy through the YWCA Columbus and holds a B.S. in Human Ecology from The Ohio State University with hopes to pursue a Master's in Public Administration and Policy.



# Conference Presenters



**Maryanna Klatt, Ph.D., Associate Professor, College of Medicine, The Ohio State University**

Maryanna Klatt is an Associate Professor in the College of Medicine at The Ohio State University, Department of Family Medicine. Klatt's research focus has been to develop and evaluate feasible, cost-effective ways to reduce the risk of stress-related chronic illness for adults and children. Trained in Mindfulness and a certified yoga instructor, she combines these two approaches in a unique approach to stress prevention and reduction. She has published several articles and book chapters, and has presented her work at national and international scientific conferences. Klatt is a consultant for companies, hospitals, non-profits, and municipalities interested in improving the work environment for their employees by offering mindfulness as an effective, pragmatic stress reduction strategy.



**Linda Koenig, Ph.D., Associate Director, Counseling & Health, Shawnee State University**

Dr. Linda Koenig is a graduate of Argosy University-Sarasota, FL in Counselor Education and Supervision. She holds a master's degree in Community Counseling and School Counseling from Ohio University and earned her bachelor's degree from Wilmington University of Ohio. She has worked in community mental health with severely emotionally disturbed children, administrated a battered women's shelter, worked in the child protective services system, and juvenile corrections. She is currently the Associate Director of Counseling & Health at Shawnee State University and an Assistant Professor and Resident Faculty Supervisor for Lindsey Wilson College School of Professional Counseling, in Ashland, KY. Koenig was the 2012 recipient of the James P. Chapman award for service to women at Shawnee State University. She has been a member of the Shawnee State University Women's Center since 2007 and continues her advocacy on behalf of women's issues.



**Kate Lawson, J.D., Title IX Coordinator, Xavier University**

Kate Lawson became the Title IX Coordinator at Xavier University in July 2013 and is leading the University's efforts to cultivate meaningful gender equity across all programs and services, and to prevent and respond to sex discrimination. Lawson has worked in sexual violence prevention and response for over 16 years. Prior to coming to Xavier, she was a staff attorney for six years at the Victim Rights Law Center in Boston where she represented survivors of sexual violence in the areas of education, safety, privacy, employment, and housing. She has provided trainings nationally to a wide range of professionals, including higher education staff and administrators, on sexual violence prevention and response, and Title IX compliance and best practices.



**Ann Linden, Ph.D., Assistant Professor, Department of English and Humanities; Director, Women's Center, Shawnee State University**

Ann Linden is an Assistant Professor of communication in the Department of English and Humanities at Shawnee State University. Her teaching and research interests include gender in interpersonal communication, social media, and integrated marketing. She is also the director of the Shawnee State University Women's Center, a position she has held since 2011.



**Katy Mathuews, M.A., M.L.I.S., Learning and Outreach Librarian, Shawnee State University**

Katy Mathuews is the Learning and Outreach Librarian at Shawnee State University's Clark Memorial Library. She also serves as an adjunct faculty member, teaching Microeconomics, Macroeconomics, and Economics of Gender. She has formerly served as the Associate Director of Institutional Effectiveness at Shawnee State University. Her research interests include library assessment and the role of the library in student retention and success. She holds master's degrees in Applied Economics from Ohio University and Library and Information Science from Kent State University.



# Conference Presenters



**Denise McCory, M.Ed., Dean, Student Affairs, Cuyahoga Community College**

Denise McCory is the Dean of Student Affairs at the Metropolitan Campus of Cuyahoga Community College, where she provides direction and oversight for the student judicial process, behavior intervention team, enrollment and retention initiatives, student life and athletics, and other support services. McCory has worked at Cuyahoga Community College for over 14 years in a variety of roles, including Assistant Dean of Students, Student Success Coordinator and Director of the NASA Science, Engineering, Mathematics and Aerospace Academy (SEMAA). Before coming to Tri-C, McCory served as adjunct faculty for Myers University, where she was also the Coordinator of Tutoring and Supplemental Instruction. She holds a Bachelor's degree in English from Ohio University and a Master's degree in Adult Learning and Development from Cleveland State University. McCory is currently pursuing a Doctor of Education degree in Higher Education Leadership from Walden University.



**Nicole Nieto , Learning and Development Facilitator, Human Resources, The Ohio State University**

Nicole Nieto has 14 years of experience in facilitation with a focus on diversity, inclusion, leadership and difficult dialogues. Nieto has experience facilitating workshops and trainings for a variety of audiences including local governments, higher education, and the private sector. Nieto has designed, developed and facilitated training experiences using a variety of delivery methods including web-based, instructor-led and dialogue-based. She has experience utilizing several training methods including Strengths Quest, Intergroup Dialogue and National Coalition Building Institute. Nieto currently serves as the Learning and Development Facilitator for The Ohio State University's Office of Human Resources. Prior to this she was a Program Manager at The Ohio State University Multicultural Center. Nieto also serves as Adjunct Faculty at Capital University teaching courses on cultural pluralism.



**Lee Knisley Sanders, Ph.D., Professor Emerita, Miami University**

Lee Knisley Sanders received her bachelor's degree from Vanderbilt University and her master's degree and doctorate in mathematics from the University of Florida. She is currently Professor Emerita from Miami University, having served in the classroom and administratively for 29 years. Sanders has served the campus as the Interim Executive Director, and as associate dean. She was instrumental in developing the Bachelor of Integrative Studies degree for Miami, offered by the regional campuses. Sanders has been active in support activities for the Hamilton City Schools and the Fairfield City Schools, and has served as president for the board of directors of BizTech, the YWCA, and the Hamilton Rotary Club.



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

Amanda Shaffer is Director of both the Office of Faculty Development at Case Western Reserve University and the Ohio, Western Pennsylvania, West Virginia Higher Education Consortium (HERC). Formerly Project Director for Institutions Developing Excellence in Academic Leadership (IDEAL), Shaffer designed and conducted a regional career development program for pretenure women in STEM. She also served as Project Director for IDEAL, Interim Faculty Diversity Officer, and Manager of Faculty Diversity & Development. Shaffer is a Gestalt Professional Certified Coach with International Coach Certification, and holds an M.A. in Philosophy from Cleveland State University. A founding member of the Ohio Diversity Officers Collaborative, and Red Hen Productions Feminist Theatre, Shaffer serves on the boards of local nonprofit organizations and is active in a range of initiatives in her community.

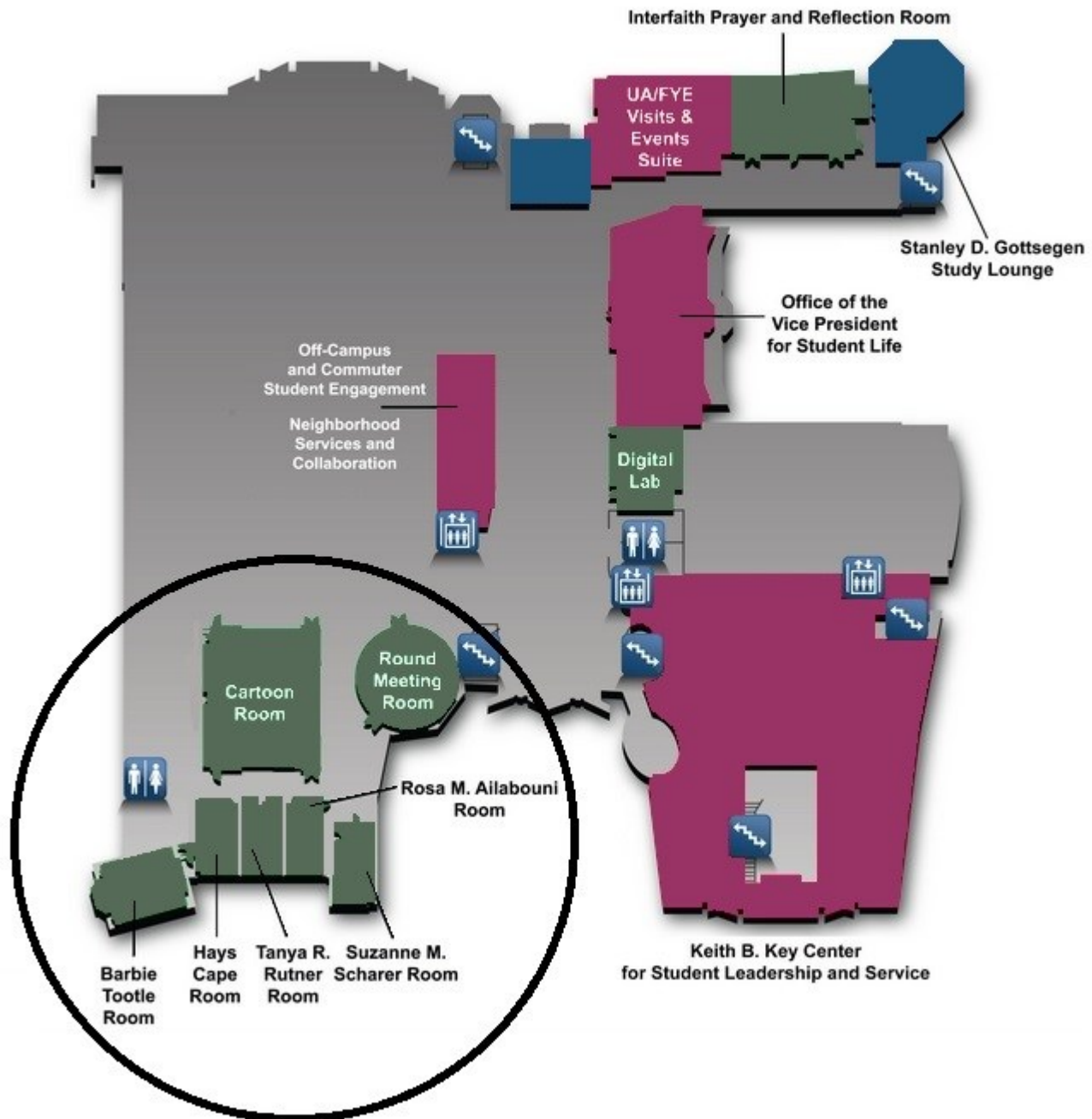


**Becky A. Thiel, DNP, RN, CNE, Associate Provost, Shawnee State University**

Becky A. Thiel is a veteran of higher education beginning her 32nd year as an educator at Shawnee State University. Thiel has served in various roles from clinical instructor to didactic professor to Chair of the Department of Nursing. Recently, Thiel assumed the role of Acting Associate Provost where she brings a strong understanding of faculty concerns and issues to the administrative side of higher education. Thiel serves as the state secretary for the Ohio League for Nursing, a reviewer for continuing education programs for the Ohio Nurses' Association, and a national program site reviewer for the Accrediting Commission for Education in Nursing. Thiel believes the conference theme of adaptability has been central to her ability to navigate the ever-changing educational landscape.

# The Ohio Union

## 3rd Floor



The ACE WNO would like to extend a special thank you to The Ohio State University for hosting our conference and to Jennifer Beard, the 2014 ACE WNO conference chair; Kerra Carson for her administrative support; Jamie Mathews-Mead for her planning support; Margaret Murray for designing our conference program; and Lis Ellis for photographing the conference.



# Institutional Representatives

The Institutional Representative (IR) is a key person in the development and implementation of the strategic plans of the Ohio Network. 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 State Executive Board and American Council of Education/Office of Women in Higher Education (OWHE).

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.

## Northwest Region

Institution	IR First Name	IR Last Name	IR Title & Contact Information
<i>Bluffton University</i>			
Bowling Green State University	Mary	Krueger	Director, Women's Center, mkruege@bgsu.edu, 419.372.7227
<i>Davis College</i>			
Defiance College	Lois	McCullough	Vice President, 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
<i>Northwest State Community College</i>			
Ohio Northern University	Alice-Kay	Hilderbrand	Vice President, Student Affairs, a-hilderbrand@onu.edu, 419.772.2431
<i>Owens Community College</i>			
<i>Rhodes State College</i>			
Terra Community College	Lisa	Williams	Vice President, 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 Vice President, Academic Support Programs, jgardner@tiffin.edu, 419.448.3420
<i>University of Findlay</i>			
<i>University of Northwestern Ohio</i>			
University of Toledo	Penny	Poplin Gosetti	Interim Vice Provost for Academic Innovation, penny.poplin.gosetti@utoledo.edu, 419.530.5570
<i>University of Toledo Health Science Campus</i>			

# Institutional Representatives



## Northeast Region

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 & Vice President, Academic Programs, lynn.singer@case.edu, 216.368.4389
Cleveland Institute of Art	Almut	Zvosec	Vice President, Business Affairs, azvosec@gate.cia.edu, 216.421.7447
Cleveland State University	Connie	Hollinger	Professor, Psychology, c.hollinger@csuohio.edu, 216.687.2544
<i>College of Wooster</i>			
Cuyahoga Community College	Deborale	Richardson-Phillips	District Director of Diversity and Inclusion, Deborale.Richardson-Phillips@tri-c.edu
Hiram College	Gail	Ambuske	Professor, Economics & Management, ambuskegc@hiram.edu, 330.569.5139
<i>John Carroll University</i>			
Kent State University	Alfreda	Brown	Vice President, Diversity, Equity & Inclusion, abbrown@kent.edu, 330.672.2442
<i>Kent State University, Stark Campus</i>			
Kent State University, Tuscarawas Campus	Frances	Halдар	Assistant Dean, fhalдар@tusc.kent.edu, 330.339.3391, x47435
<i>Lake Erie College</i>			
Lakeland Community College	Michele	Miller	Medical Assisting Director, mmiller@lakelandcc.edu, 440.525.7428
Lorain County Community College	Marcia J.	Ballinger	Provost & Vice President for Academic & Learner Services, mballing@lorainccc.edu, 440.366.4052
<i>Malone University</i>			
<i>University of Mount Union</i>			
<i>North Central State College</i>			
<i>Northeast Ohio Medical University</i>			
<i>Notre Dame College</i>			
<i>Oberlin College &amp; Conservatory</i>			
Ohio State University Mansfield	Donna	Hight	Chief Student Life and Retention Officer, hight.6@osu.edu 419.755-4034
Stark State College	Lada	Gibson-Shereve	Dean, Liberal Arts, LGibson@starkstate.edu, 330.966.5457, x4326
University of Akron	Karla	Mugler	Associate Provost & Dean, University College, 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
<i>Walsh University</i>			
<i>Youngstown State University</i>			





# Institutional Representatives

## Central-Southeast Region

Institution	IR First Name	IR Last Name	IR Title & Contact Information
Belmont Technical College	Rebecca	Kurtz	Vice President, Learning & Student Success, bkurtz@btc.edu, 740.695.9500, ext. 1024
<i>Capital University</i>			
Central Ohio Technical College & The Ohio State University, Newark Campus	Jackie	Parrill	Vice President, Institutional Planning & Human Resources Development/COTC; Director Human Resources, Campus Relations & Planning Support/OSU-Newark, parrill.9@osu.edu, 740.366.9407
<i>Columbus State Community College</i>			
Denison University	Jenna	McDevitt	Director of Administrative Services, mcdevitts@denison.edu, 740.587.6655
<i>Eastern Gateway Community College</i>			
<i>Franciscan University of Steubenville</i>			
Franklin University	Bonnie	Smith Quist	Vice President, University Advancement & Strategic Relations, quistb@franklin.edu, 614.947.6062
<i>Hocking College</i>			
Kenyon College	Jane	Martindell	Dean, Academic Advising, martindellj@kenyon.edu, 740.427.5145
<i>Marietta College</i>			
<i>Marion Technical College</i>			
<i>Mount Carmel College of Nursing</i>			
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 Vice President, 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, krobbs@otterbein.edu, 614.823.1232
The Ohio State University	Jennifer	Beard	Assistant 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
<i>Zane State College</i>			

# Institutional Representatives



## Southwest Region

Institution	IR First Name	IR Last Name	IR Title & Contact Information
<i>Antioch University Midwest</i>			
<i>Cedarville University</i>			
Central State University	Shaunte	Russell	Conference and Event Services Coordinator, srussell@centralstate.edu, 937.376.6282
<i>Cincinnati Christian University</i>			
Cincinnati State Technical & Community College	Rayma	Smith	Dean, Humanities & Sciences Divisions, rayma.smith@cincinnati.state.edu, 513.569.1616
Clark State Community College	Kandyce	Meo	Director, Counseling & Academic Support Services, meok@clarkstate.edu, 937.328.6024
Mount Saint Joseph University	Maggie	Davis	Associate Academic Dean, maggie_davis@mail.msjeu.edu, 513.244.4630
Edison Community College	Sandy	Brubaker	Associate Vice President, Student Development & Enrollment Management, brubaker@edisonohio.edu, 937.778.7851
<i>Kettering College</i>			
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 Vice President Student Services, melissa.tolle@sinclair.edu, 937.512.2259
Southern State Community College	Nicole	Roades	Vice President of Institutional Advancement, nroades@sscc.edu, 937.393.3431 x2622
Union Institute & University, The	Elizabeth	Pruden	Associate Provost for Institutional Effectiveness, elizabeth.pruden@tui.edu, 513.487.1232
University of Cincinnati	Robin	Arnsperger - Selzer	Assistant Director, Preprofessional Advising, arnsperi@ucmail.uc.edu, 513.556.2852
University of Dayton	Lisa	Rismiller	Director, Women's Center, lisa.rismiller@udayton.edu, 937.229.5592
<i>University of Rio Grande &amp; Rio Grande Community College</i>			
<i>Urbana University</i>			
<i>Wilberforce University</i>			
Wilmington College	Iris	Kelsen	Vice President, External Programs, iris_kelsen@wilmington.edu, 513.793.1337
<i>Wittenberg University</i>			
Wright State University	Amber	Vlasnik	Director, Women's Center, amber.vlasnik@wright.edu, 937.775.4524
<i>Xavier University</i>			

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*17th Annual*  
**ACE WOMEN'S**  
**Network**<sup>TM</sup>  
*Ohio*  
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NOVEMBER 7, 2015

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