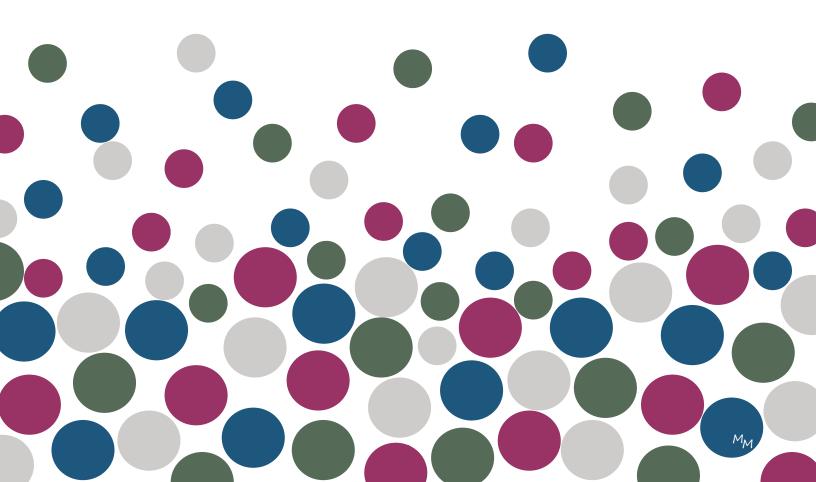


ACE WOMEN'S Network

Ohio

Stepping Up: Promoting & Supporting Women's Leadership November 4, 2016

Hosted by
Ohio Dominican University







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Table of Contents

ACE Women's Network Overview	4
ACE Women's Network-Ohio	5
President's Welcome	6
ACE WNO Awards	7
Conference Schedule	8-9
Concurrent Session Descriptions	10-11
Presidential Panel	12-13
Conference Presenters	14-16
ODU Bishop James A Griffin Student Center Map	17



The American Council on Education (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.



Ohio

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 2016-2017

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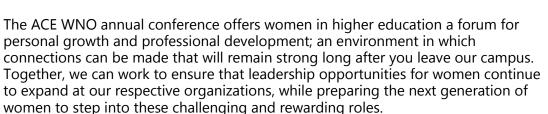
ACE Women's Network – Ohio Presidential Sponsors

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

President's Welcome

On behalf of the entire Ohio Dominican University community, it is my honor and pleasure to welcome the 18th Annual Statewide Conference of the ACE Women's Network-Ohio (ACE WNO) to our campus. This annual event presents an ideal opportunity for networking, mentoring and exploration in our ongoing efforts to promote leadership opportunities for women in higher education.

The theme for this year's conference is most compelling: "Stepping Up: Promoting and Supporting Women's Leadership." The list of speakers for the conference is made up of an impressive collection of accomplished women in leadership positions from colleges and universities across our state. Here at Ohio Dominican, we have a rich history of strong women in leadership roles, as our first 12 presidents were all members of the Congregation of Dominican Sisters who founded this university. Even today, three of our five vice presidents are outstanding women leaders, as is our Dean of Student Life. We are intentional in our commitment to seek out and hire qualified women for top leadership positions, lest we lose the momentum that so many have worked so hard to establish.



This year's conference features what promises to be an enlightening and empowering Presidential Panel discussion, as well as a variety of interesting breakout sessions. The final Plenary Session by Calli Mango of Cuyahoga Community College will provide valuable advice on how to manage up within your organization to position yourself for future leadership roles.

I am grateful to the ACE Executive Board for all of the work that went into planning this year's conference, and for selecting Ohio Dominican to be the host site. I also want to express my sincere thanks to Karen Gray for her work as ODU's institutional representative.

I hope you enjoy your time here on our campus, and that you are able to take away some key knowledge and advice to help advance your career in higher education.

Sincerely,

Peter Cimbolic, Ph.D. President Ohio Dominican University



Peter Cimbolic, Ph.D.

ACE WNO 2016 Awards

The ACE Women's Network-Ohio has created four state-wide professional awards. Designed to recognize the diverse groups who participate in the Network, the distinct eligibility and criteria for each award is listed below. All awards value individuals who have contributed to the advancement of women colleagues by effectively implementing one or more of the "IDEALS" described by the ACE Inclusive Excellence Group:

- Identifying women leaders;
- Developing their leadership abilities;
- Encouraging the use of those abilities;
- Advancing women's careers;
- Linking women leaders to other women and to mentors; and
- Supporting women as they pursue their professional aspirations

Excellence in Higher Education Leadership Award

Dr. Janice Walker Chief Diversity and Inclusion Officer, Xavier University

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

Outstanding Service by an Institutional Representative Award

Dr. Penny Poplin Gosetti Professor, Department of Higher Education, University of Toledo

This award recognizes the work of an Outstanding Institutional Representative (IR) who has advocated effectively on behalf of the leadership development and professional advancement of women colleagues at her institution. This is the Network's highest internal honor. Institutional Representatives are nominated by the Executive Board's four Regional Coordinators on the basis of information gathered throughout the course of the prior year about IRs' activity on their campuses.

Professional Development Scholarships

Marissa Pauly
Program Manager, College of Arts & Sciences, University of Cincinnati
Dr. Xi Wang

Assistant Professor, Department of Mathematical Sciences, University of Cincinnati

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

ACE Sponsored Leadership Program Scholarship Awards

Dr. Stephanie Goodwin Director of Faculty Development and Leadership, Wright State University

Dr. Robin Selzer

Assistant Professor, Pre-Health Internship Program, University of Cincinnati

The network has established this award to offer support for participation in the American Council on Education's Leadership programs including the National and Regional Leadership Forums and the Spectrum Aspiring and Executive Leadership Programs. These leadership programs are intended for women administrators who aspire to senior-level posts in higher education.

Stepping Up: Promoting & Supporting Women's Leadership

Conference Schedule

Friday, November 4, 2016

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

8:30 - 8:40 a.m. Opening Remarks

Shari Mickey-Boggs, ACE WNO Co-Chair

Linda Steele, ACE Women's Network Executive Council Liaison

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

Dr. Peter Cimbolic

President, Ohio Dominican University

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

Dr. Sharon Gaber, University of Toledo

Dr. Kathy Krendl, Otterbein University

Dr. Doreen Larson, Edison Community College

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

Dr. Monica Posey, Cincinnati State

This distinguished panel of college and university presidents will share their thoughts and insights on the advancement of women in higher education as well as their own career trajectories. In addition, conversation will focus around the changing landscape of higher education and college and university leaders' expectations regarding those changes and the skills required to be successful. It is the hope 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 to the next level of administration, or senior leaders working their way toward presidencies.

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

- Directing Your Personal Financial GPS GRIFF 274
- Shaping Success as a Woman Leader GRIFF 260
- Stepping Up to Talk About Race: Helping Women to Become Effective Leaders in Higher Education
 GRIFF 259
- Assertive and Authentic: Overcoming Passive Aggressive Behavior in Organizations

GRIFF 258

Stepping Up: Promoting & Supporting Women's Leadership

Conference Schedule

Friday, November 4, 2016

12:15 – 1:15 p.m. Lunch and Networking

1:15 - 1:30 p.m. Break

1:30 - 2:45 p.m. Concurrent Breakout Sessions II

- Understanding the Intersecting Identities and Leadership of Women of Color: How Do You Survive and Exist as a Woman, Professional, and Caregiver?

 GRIFF 274
- Realizing Your Aspirations: Moving Into Administrative or Senior Positions GRIFF 260
- A Mission-Conscious Women's Leadership Salon GRIFF 259
- Attention to Detail: Financial Finishing Touches for Women GRIFF 258

2:45 - 3:00 p.m. Break

3:00 - 3:45 p.m. Plenary Session

Managing Up: Strategies on How to Get Recognized for the Next Leadership Role

Calli Mango

Cuyahoga Community College

"Managing up" has become a popular career development approach within the working world. Many individuals tend to confuse the theory with "brown nosing" in order to climb the corporate ladder. Others may view it as being assertive and presenting new ideas, without being mindful of leadership's plans and goals that often align with the overall mission of the organization. In this session, we will learn that real managing up has more to do with being a stellar employee who's quality of work is so remarkable, that administration has no choice but to consider her for the next leadership role! Managing up not only relies on a person's skill level, but also requires that one operate with a high level of integrity, emotional intelligence, and keen observation to be able to successfully meet the needs of supervisors while helping her move to the next level.

3:45 - 4:00 p.m. Door Prizes and Closing Remarks

Must be present to win

4:00 - 6:00 p.m. Networking Reception

Hosted by HERS Second Floor Bridge Space



Concurrent Session Descriptions

Session I - 11:00 AM to 12:15 PM

Directing Your Personal Financial GPS GRIFF 274

Judy D'Andrea, Skylight Financial Group

A personal financial plan doesn't have to be overwhelming, intimidating, or complicated. And it's not just for the wealthy. It's important for everyone so we can get where we want to be. In this hands-on workshop, we'll approach personal financial planning as if you were planning a road trip. As with any journey, we'll begin by locating your starting point and how you got here. Not sure where you are financially? That's okay. We can help you identify how to find that information. Next, we'll work on where you want to be and what "road hazards" might concern you. From there, we'll identify possible routes to get you there. Of course, every road trip has its expected detour(s). So we'll consider when and how to re-route. Every journey begins with a first step, so let's get started!

Shaping Success as a Woman Leader GRIFF 260

Raymonda Burgman, HERS

What is success? What does it mean to step into your leadership and bring others along with you? HERS promotes the most positive aspects of being women senior leaders-making an impact, using power and authority well, being a role model, broad scope of the job, having influence- these make up a broader definition of success. For women who want to succeed by making a difference, it is important to understand and seek the key supports for advancing their leadership-encouragement, formal development, role models, and early leadership opportunities. The workshop includes methods for boosting confidence and ways to use the HERS Community and the ACE Network as resources to find these supports. During the session, we will also highlight the leadership experiences of women in STEM and women of color.

Stepping Up to Talk About Race: Helping Women to Become Effective Leaders in Higher Education *GRIFF 259*

Josie Evans-Phillips, Marcus Johnson, and Robin Selzer, University of Cincinnati

In the aftermath of the Samuel DuBose killing at the University of Cincinnati, the days of teaching tolerance, the melting pot, and colorblindness are behind us. Race-conscious institutional leadership is necessary for understanding how to achieve equity for all. In this session, racial consciousness will be explored as a vital quality for those in leadership roles at colleges and universities. Do you REALLY know about the realities of race on your campus? What actions can you take to boldly confront longstanding racial problems and work towards racial equity within your department/college? Two race-conscious leaders will share their strategies for how they have come to SEE race and develop anti-racist awareness. Participants will have an opportunity to reflect on their own ways they ignore or acknowledge racial visibilities and invisibilities. The next generation depends on us.

Assertive and Authentic: Overcoming Passive Aggressive Behavior in Organizations *GRIFF 258*

Robin Lightner and Sue Sipple, University of Cincinnati Blue Ash College

The sarcastic comment that leaves you wondering, chronic low-level disobedience, procrastination, resentfulness, and sullenness. These workplace behaviors can make you feel like you're going crazy. They often come with excuses that make them very challenging to address. Besides their unpleasantness, passive-aggressive behaviors in the workplace are destructive for morale, they limit a department's productivity, and they derail people's careers. In this workshop, we will go through a number of activities designed to identify common passive-aggressive workplace behaviors. Participants will take an inventory about their own passive-aggressive tendencies. We will present research on the causes and results of passive-aggressiveness. In the second half of the workshop, we'll present strategies for dealing with common passive-aggressive behaviors, and in groups, participants will work through scenarios and rate each other's suggestions for responses. Finally, participants will reflect on ways to use these strategies back in their workplaces.



Concurrent Session Descriptions

Session II - 1:30 PM to 2:45 PM

Understanding the Intersecting Identities and Leadership of Women of Color: How Do You Survive and Exist as a Woman, Professional, and Caregiver?

GRIFF 274

Priscilla Ayala, Ciara Black, Thembi Carr, and Brandi Elliott, University of Cincinnati

As women leaders, we hold many roles, and have to juggle them constantly. For women of color there are added levels of responsibilities and stressors. In this presentation, personal testimonies of women of color will be shared in order to dialogue, better understand, and provide best practices for navigating these intersecting identities, while prompting self-care, self-empowerment, and self-worth. One title doesn't define us! #IAmMoreThan______

Realizing Your Aspirations: Moving Into Administrative or Senior Positions *GRIFF 260*

Wafaa Hanna, Penny Poplin Gosetti, Azadeh Parvin, and Colleen Taylor, University Of Toledo

In a world of personal and professional challenges, limited advancement opportunities, and an academy whose leadership is generally dominated by white males, how can you advance your career, identify your passions, determine your career goals, and achieve them? This session will address in an interactive manner, the knowledge, skills, and tools necessary to navigate your work environments for the attainment of administrative positions and/or advancement. While focusing on the movement of faculty into academic administrative positions, content will also be applicable to staff members who desire to advance themselves into senior positions.

A Mission-Conscious Women's Leadership Salon GRIFF 259

Debra Mooney, Xavier University

This workshop outlines a unique leadership development program which strengthens women's leadership capacities and confidence through a socio-emotional dialogical approach. The European 'salon'- style colloquium, which facilitates personal reflection, small group conversation and peer support, has been adapted to seasoned leaders as well as new professionals. The Women's Leadership Salon is designed around the strategies to overcome barriers to women's advancement. They are: networking, role models, confidence, understanding of own strengths, family and career balance, corporate (or organizational) culture, systematic investment in career and development, and career planning. This workshop will appeal to conference attendees interested in understanding this unique approach via description and an experiential component (addressing leadership strengths and impression management).

Attention to Detail: Financial Finishing Touches for Women *GRIFF 258*

Brandi Critchett and Alicia Waltenberger, TIAA

What does your financial future hold? Financial success can often complicate your life and we'd like to help. In this interactive workshop, you will learn how to evaluate your retirement readiness, identify and work with a financial advisor, and understand the benefits of an estate plan.



Presidential Panel



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

Dr. Sharon L. Gaber began her tenure as the 17th president of The University of Toledo (UT) in Summer 2015. Throughout the past year, she has worked to build upon the many strengths of the University, while also identifying key areas for growth. Collaborating with faculty, physicians, staff and students, Dr. Gaber has established five strategic goals for the University: raise its national status; increase student enrollment; increase externally funded research; grow philanthropic support; and reduce administrative expenses. Additionally, Dr. Gaber is moving the University forward through several major plans, including: a strategic plan; a diversity plan; a master facilities plan; and an enroll-

ment plan. By realigning the administrative team, she also has streamlined executive positions and, with approval from the Board of Trustees, has merged UT Colleges to reduce the number from 16 to 13.

A city and regional planning expert, she came to UT following six years as provost and vice chancellor for academic affairs at the University of Arkansas. Prior to that, Dr. Gaber served in multiple roles in the provost's office at Auburn University in Alabama, and also worked at the University of Nebraska-Lincoln.

She earned her bachelor's degree from Occidental College in Los Angeles, a master's degree from the University of Southern California, and her doctoral degree in city and regional planning from Cornell University.



Kathy A. Krendl, Ph.D. Otterbein University

Dr. 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. During her tenure at Otterbein, the institution has won national recognition for its distinctive undergraduate curriculum and its focus on experiential learning. Otterbein is consistently recognized on the President's Honor Roll of community-engaged institutions. It also consistently ranks in the top tier of institutions for its commitment to a student-centered learning environment.

Prior to joining Otterbein, Dr. 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, Dr. Krendl served as a faculty member, administrator, and Dean of IU's state-wide School of Continuing Studies.

Dr. Krendl serves on a number of boards including the Osteopathic Heritage Foundation, the YWCA Columbus, I Know I Can, and Ohio Campus Compact. In addition, she chairs the Executive Committee of the Association for Independent Colleges and Universities of Ohio (AICUO). She has been awarded the Global Women's Summit Leadership Award, the Living Faith Award, and Ohio's Most Powerful and Influential Women Award. In 2015, she was honored by WELD (Women for Economic and Leadership Development) as the first recipient of the Riveter Award. She currently teaches in the area of Women and Leadership and has established the Otterbein Women's Leadership Network to develop regional partnerships promoting opportunities for women.



Doreen Larson, Ph.D. Edison State Community College

Dr. Doreen Larson is the fifth President of Edison State Community College, located in Piqua, Ohio. She began her position on July 1, 2015 and is the first female president of the college.

Dr. Larson's experience in community college education began at Lakeland Community College as a tenure-track faculty member, Dean of Counseling and Assistant Vice President for Student Access and Services. She established the first office of services for students with disabilities at Lakeland. Dr. Larson then served as the Vice President of Student Affairs at Holyoke Community College in

Massachusetts where she increased the diversity of the students and staff by developing college teams and partnering with local K-12 school systems. She was awarded the Massachusetts State Women's Leadership Award and was selected as a member of the American Association of Community Colleges (AACC) Commission on Equity, Diversity, and Inclusion. In 2010, Dr. Larson was selected as the President of Pierpont Community and Technical College where she focused on regional partnerships, outreach to veterans, increased graduation rates, and workforce training.

Presidential Panel



As president of Edison State, Dr. Larson has expanded workforce partnerships with regional manufacturers in the Upper Miami Valley. Under her leadership, Edison State has implemented exemplary career services and career pathways, earning the college the Ohio ACT Career-Readiness 2016 Award. Dr. Larson has also supported development of an Agribusiness degree program anchored at the Edison State Greenville campus in Darke County.

In 2011, she was inducted into the Mayfield High School Hall of Fame in recognition of her lifelong commitment to increasing access to education for minorities and people with disabilities. Dr. Larson was elected to the AACC Board of Directors in 2015. In Fall 2015, the Dayton Business Journal named Dr. Larson one of the region's "50 Most Powerful Women". Dr. Larson holds a Ph.D. in Special Education from Kent State University, M.A. in Education from John Carroll University, and graduated Summa Cum Laude from Cleveland State University with a Bachelor's in Special Education.



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

Dr. Mary Ellen Mazey became the 11th president of Bowling Green State University (BGSU) on July 1, 2011. She previously served as Provost and Vice-President of Academic Affairs at Auburn University, as Dean of the Eberly College of Arts and Sciences at West Virginia University, and as Dean of the College of Liberal Arts at Wright State University. In 1996-97 she had an Intergovernmental Personnel Assignment and served as Director of the Office of University Partnerships at the U.S. Department of Housing and Urban Development. A first-generation college graduate, Dr. Mazey earned bachelor's and master's degrees from West Virginia University and a Ph.D. from the University of Cincinnati.

Dr. Mazey is deeply committed to student success and to providing a high quality education that leads to long-term career value for students. Her vision for BGSU is focused on building regional, state, national and global partnerships that enhance the student experience, facilities, revenues and ensure that BGSU is positioned in the global marketplace. She is committed to a diverse campus environment that serves all students.

Dr. Mazey has served as a consultant on strategic planning and as an evaluator for the Higher Learning Commission. She currently serves on the Association of Public and Land-Grant Universities (APLU) Voluntary System of Accountability (VSA) Board and as Chair of the board for the Western Collegiate Hockey Association (WCHA). In addition, she serves on the board of directors of the Toledo Chamber of Commerce and the northwest Ohio Regional Growth Partnership.



Monica J. Posey, Ed.D. Cincinnati State Technical and Community College

Dr. Monica J. Posey, President of Cincinnati State Technical and Community College, has served the College for 24 years. Her career at Cincinnati State began in 1992, and includes positions as Assistant Dean, Director of Institutional Research & Planning, and Academic Vice President and Provost. Her accomplishments include establishing bachelor's degree pathway agreements with the major area universities in the area and facilitating the start of innovative programs such as Health IT (majors in Heathcare Programming & Systems Analysis and Healthcare Informatics), Electro-Mechanical Engineering Technology - Alternative Energy, Computer Network Engineering Technology - Cyber

Security, and Sustainable Horticulture.

Prior to joining Cincinnati State, Dr. Posey worked at the University of Cincinnati as Assistant Director of Career Development and for the AT&T Company in Cincinnati and New Jersey in market research, project management, and engineering. She also taught Statistics as an adjunct instructor at UC. Dr. Posey is a graduate of the Cincinnati U.S.A. Regional Chamber Leadership Cincinnati Class of 2010 (Class #33). Her professional recognitions include the Martin Luther King, Jr. Convene for the Dream, the Leading Women of Cincinnati Inc., and the YWCA of Greater Cincinnati Career Woman of Achievement, and the UC College of Education, Criminal Justice and Human Services Distinguished Alumni awards.

Dr. Posey serves on the board of Minorities in Mathematics, Science & Engineering, is a member of the First Ladies Health Initiative and also volunteers as a math tutor at Cincinnati State. Dr. Posey graduated from the University of Cincinnati with an Ed.D. in Educational Foundations and in addition, she completed all the coursework toward a Ph.D. in Quantitative Analysis. She holds an MBA from The Wharton Business School of the University of Pennsylvania and a B.S. from Cornell University. In 2003, she completed the Harvard University Institute for Educational Management.



Conference Presenters



Priscilla Ayala, University of Cincinnati

Priscilla Ayala is a Program Coordinator in the Office of Ethnic Programs & Services. She currently oversees the Darwin T. Turner Scholarship Program and Latino Initiatives. With a Master's degree in Student Affairs in Higher Education, and five years working in student affairs, Ayala has learned how to navigate her professional practices and personal experiences of her intersecting identities in both the classroom and in the field as a Latina woman, first generation American-born citizen, and young professional person of color.



Ciara Black, University of Cincinnati

Ciara Black has served the University of Cincinnati for the last three years as a Program Coordinator in the Office of Ethnic Programs and Services and now as Assistant Director for the Gen-1 Program. Black earned her bachelor's degree from The Ohio State University and her master's degree from Wright State University. Her areas of professional interest are diversity education, access programs, and holistic student development. Black's passion for students and higher education come from the influential administrators that shaped her collegiate experience.



Dr. Raymonda Burgman, HERS

Dr. Raymonda Burgman serves as the Director of HERS Institutes where she leads the organization's signature programs. HERS, an educational non-profit, is dedicated to creating and sustaining a community of higher education women leaders which promoting inclusion and excellence. Dr. Burgman has presented on topics such as mentoring, strategic planning, leadership, financial literacy, and women's advancement. Creating bridges and connections, she collaborated with AIBS to identify models for enhancing the outcomes of STEM faculty, staff, and students. Dr. Burgman earned a Ph.D. in Economics from the University of Florida.



Dr. Thembi' R. Carr, University of Cincinnati

Dr. Thembi' R. Carr has been at the University of Cincinnati for many years now. Dr. Carr earned her bachelor's degree from The Ohio State University and both her master's and doctorate degrees from the University of Cincinnati. Her areas of professional interest are diversity education, living learning communities, and feminist leadership. Dr. Carr loves the sense of community that she has felt during her time at the University of Cincinnati, reinforcing her belief that she has always been destined to be a Bearcat.



Brandi Critchett, TIAA

Brandi Critchett is a Wealth Management Advisor at TIAA. Brandi oversees the Financial Planning process and serves as the primary contact for clients. She is responsible for providing advice, guidance and needs-based financial solutions designed to help clients reach their goals. She has been with TIAA since 2005 and has more than 17 years of experience in the financial services industry. Brandi holds a Financial Management degree from The Ohio State University. She holds FINRA Series 7 and 66 registrations in addition to maintaining licenses in life insurance, health insurance and variable products in all appropriate jurisdictions.



Judy D'Andrea, Skylight Financial Group

Judy D'Andrea is a Financial Planner with Skylight Financial Group. She earned a Bachelor's degree with a double major in Social Work and Psychology from Michigan State University, M.S.W. from Wilfrid Laurier University in Ontario, and M.B.A. from Boston University. After spending over 20 years in senior financial and operational positions in public, private, for profit, and non-profit companies, D'Andrea decided to apply her experience and knowledge to help individuals, families, and small business create a roadmap to be able to enjoy their life today and while building the financial future they want.

Conference Presenters





Dr. Brandi Elliott, University of Cincinnati

Dr. Brandi Elliott is a native of Cincinnati, OH. Currently she serves as the Director of the Office of Ethnic Programs & Services. She is responsible for the implementation of programs and services that address the academic, social and cultural needs of a diverse student body. She also directs the very prestigious Darwin T. Turner Scholars Program. Not only is Dr. Elliott instrumental in providing full-tuition scholarships to students, she oversees their participation in community service activities and programs designed to enhance their intellectual, personal, and professional development.



Josie Evans-Phillips, University of Cincinnati

Josie Evans-Phillips current role includes recruitment & retention for Diversity & Inclusion initiatives at the University of Cincinnati for the College of Education, Criminal Justice and Human Services. Her career path has led her from Admissions to secondary education as a high school college counselor to retention efforts through a non-profit organization serving first-generation students at the University of Cincinnati, Wright State, and Central State Universities. Evans-Phillips earned a bachelor's degree from Ball State University and a master's degree from Miami University (OH).



Wafaa Hanna, University of Toldeo

Wafaa Hanna holds a Bachelor of Arts degree from Cairo, Egypt, and master's degree from the University of Toledo. Her professional experience includes working with Rockwell/Collins International at their headquarters in Dallas, Texas, as well as the Chamber of Commerce. She worked for the Marriott Hotel chains both in Egypt and Washington, D.C., and later joined the Population Council, a non-profit organization focusing on family planning and wellness. Hanna has worked at the University of Toledo for twenty-two years, with the last ten years serving as Director of the Office of Faculty Affairs.



Dr. Marcus Johnson, University of Cincinnati

Dr. Johnson is an associate professor in the Developmental and Learning Sciences concentration of the University of Cincinnati Educational Studies Ph.D. program. The focus of Dr. Johnson's research has been human motivation, with interests in how motivational mechanisms can enhance and/or inhibit learning, improve retention in STEM areas, and inform instructional practices. Some of his research projects have involved the investigation of motivational, developmental, and cognitive changes across the human lifespan. At UC, Dr. Johnson has taught courses in Human Development, Educational Psychology, Research Methods, Motivation & Cognition, and Self-Concept & Achievement.



Dr. Robin Lightner, University of Cincinnati Blue Ash College

Dr. Robin Lightner is a Professor of Psychology and Associate Dean of Academic Affairs at the University of Cincinnati Blue Ash College. She has taught psychology for 20 years, has won her college's Distinguished Teaching Award, and is a member of the university's Academy of Fellows for Teaching and Learning. She served as academic unit head for the Behavioral Science Department for five years. She served as director of her college's Learning and Teaching Center where she designed workshops and faculty learning communities. She is presenting with her co-author and co-editor of *Developing Faculty Learning Communities in Two-Year Colleges*.



Calli Mango, Cuyahoga Community College

Calli Mango is a Student Success Specialist at Cuyahoga Community College, where she provides a case management approach to helping individuals reach their educational as well as their personal goals. She prides herself on meeting students where they are. She is also an adjunct faculty member who teaches the First Year Experience course. Mango has worked in higher education for over 17 years in various capacities within student services. She earned her Bachelor's degree in Psychology from Notre Dame College of Ohio and a Master's degree in Psychology from the University of Phoenix.



Conference Presenters



Dr. Debra Mooney, Xavier University

Dr. Debra Mooney, Assistant to the President for Mission and Identity and Founding Director of the Ruth J. and Robert A. Conway Institute for Jesuit Education, is responsible for promoting the active engagement of the campus community in carrying out the mission of Xavier University. As the Chief Mission Officer, a licensed clinical psychologist and former University Wellness Coordinator, Dr. Mooney has focused her career on developing mission-conscious leaders. She is co-author of *Leadership Mastery and Moxie: A Guide and Journal for Career Women*, which will be available in December.



Dr. Penny Poplin Gosetti, University Of Toledo

Dr. Penny Poplin Gosetti is Associate Professor and Doctoral Program Coordinator of the Higher Education Program at The University of Toledo. In her 22 years as a faculty member at the University she has served as department chair, Executive Assistant to two presidents, Interim Vice President for Student Affairs, Vice Provost, and Dean of the Judith Herb College of Education. Penny holds a bachelor's degree from UCLA; a master's degree from California State University, Long Beach; and a Ph.D. in Instructional Leadership from the University of Oregon. Penny's personal, teaching, and research interests have been the experiences of and opportunities for women in higher education.



Dr. Robin Selzer, University of Cincinnati

Dr. Robin Selzer is an Assistant Professor in the Pre-Health Internship Program within the Division of Career Education & Experiential Learning at the University of Cincinnati. She has 18 years of higher education experience in enrollment management, academic affairs, alumni relations, and pre-health academic advising. Dr. Se;zer serves as UC's Institutional Representative for the ACE Women's Network-Ohio and on the Executive Board. She earned her Ph.D. in Higher Education Administration from Loyola University of Chicago.



Dr. Susan Sipple, University of Cincinnati Blue Ash College

Dr. Susan Sipple is professor of English and the chair of the Department of English & Communication at University of Cincinnati Blue Ash College. She is a leader in global education, serving as co-director of UCBA's longest standing study abroad program. She serves the UC chapter of the American Association of University Professors as a member of the Contract Compliance Committee. She was awarded UC's Cohen Award for Teaching Excellence, and she is a fellow in UC's Academy of Fellows for Teaching and Learning. She is presenting with her co-author and co-editor of *Developing Faculty Learning Communities in Two-Year Colleges*.



Dr. Colleen Taylor, University of Toledo

Dr. Colleen Taylor earned a master 's degree in nursing and a Ph.D. in health education from the University of Toledo. She is employed as an Assistant Professor in the College of Nursing at the University of Toledo, where she teaches across various nursing programs. She also serves on many committees both in the College of Nursing and within the university. Dr. Taylor has presented at both the local and national levels. She is a member of Sigma Theta Tau International. She is passionate about promoting nursing through education, research, and leadership.



Alicia Waltenberger, TIAA

Alicia Waltenberger serves as a Director of Wealth Planning Strategies for TIAA where she provides wealth transfer, estate and tax planning services. Waltenberger is located in St. Louis, Missouri and is a member of the Missouri Bar Association, the Illinois Bar Association, the Bar Association of Metropolitan St. Louis, and the Estate Planning Council of St. Louis. She received her Juris Doctor cum laude from Saint Louis University and her Bachelor of Science in Business Administration from University of Missouri-Columbia with a concentration in Finance and Banking.





Bishop James A Griffin Student Center

Second Floor





ACE WNO would like to extend a special thank you to Ohio Dominican University for hosting our conference and executing the administrative details to bring the conference together.

ACE WNO would like to recognize HERS, a proud supporter of ACE Women's Network-Ohio Annual Conference. HERS, an educational non-profit, is dedicated to creating and sustaining a community of higher education women leaders while promoting inclusion and excellence.



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