



# ACE WOMEN'S Network™

Ohio

19<sup>TH</sup>  
ANNUAL  
CONFERENCE  
NOVEMBER 3, 2017





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# PRESIDENT'S WELCOME

It is my privilege, on behalf of Xavier University, to welcome the 19th Annual Statewide Conference of the ACE Women's Network-Ohio (ACE WNO) to our campus. I want to personally thank all in attendance and all who support the mission of ACE.

Xavier is one of 28 American Jesuit colleges and universities. A Jesuit education is grounded in the belief that education is transformational. Our founder, Ignatius Loyola, sought to transform character, open hearts and promote justice along with imparting knowledge.

That's what you do as members of ACE. You know that there is more inside every person you meet than you can possibly know or imagine. By being part of this organization that improves the status of women in higher education, you help others to meet their potential and to shine.

Xavier, as all Jesuit universities, began as an all-male institution. Those days are thankfully gone, and the wisdom and experience of women is now ingrained in every part of the Xavier experience. I hope you will have a chance to meet some of our distinguished women leaders as you focus on leadership and development at this ACE Conference.

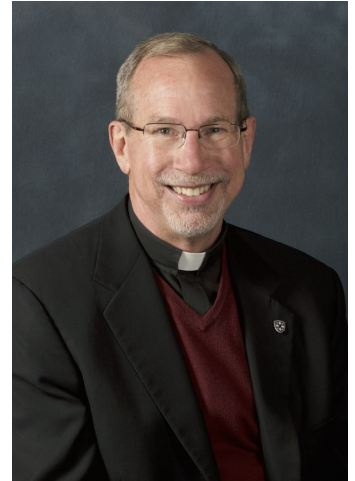
Last year, you honored Janice Walker, Ph.D., Xavier's Chief Diversity and Inclusion Officer, with the "Excellence in Higher Education Leadership" Award. This year, I am happy to introduce Melissa Baumann, Ph.D., Xavier's new Provost and Chief Academic Officer, as part of the ACE WNO membership. I am honored to work with and learn from these accomplished leaders and scholars every day.

I also want to express my gratitude to Xavier's institutional ACE WNO representative, Rashmi Assudani, Ph.D., for all of her hard work. In addition, let me acknowledge members of the ACE WNO Executive Board for all of the effort they put into planning this conference, and for selecting Xavier as the host site.

Enjoy your time at Xavier, and thanks to all of you for the very good and important work that you do.

Cordially,

Father Michael J. Graham, S.J.  
President,  
Xavier University



# ACE WNO 2017 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:

- I**dentifying women leaders;
- D**eveloping their leadership abilities;
- E**ncouraging the use of those abilities;
- A**dvancing women's careers;
- L**inking women leaders to other women and to mentors; and
- S**upporting women as they pursue their professional aspirations

## EXCELLENCE IN HIGHER EDUCATION LEADERSHIP

**Dr. Karen D. Bankston**

Associate Dean Clinical Practice, Partnership & Community Engagement  
University of Cincinnati

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

## PROFESSIONAL DEVELOPMENT SCHOLARSHIPS

**Dr. Jennelizabeth Bice**

Academic Advisor for the College of Arts  
Kent State University

**Nicole Neely**

Assistant Director of Annual Programs & Donor Relations  
Ohio Northern University

**Dr. Sandra E. Schroer**

Chair, Associate Professor of Sociology & Anthropology  
Muskingum University

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

**Dr. Melissa K. Jungers**

Associate Dean  
The Ohio State University Newark

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.

# 2017 ACE WOMENS NETWORK-OHIO *conferen*

FRIDAY, NOVEMBER 3, 2017

Xavier University

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

8:30 a.m. - 8:40 a.m. OPENING REMARKS  
*Banquet Room 2*

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

Father Michael J. Graham, S.J.  
President, Xavier University

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

Dr. Donna Imhoff, Cuyahoga Community College  
Dr. Para Jones, Stark State College  
Dr. Richanne Mankey, Defiance College  
Dr. Monica Posey, Cincinnati State, *Moderator*  
Dr. Susan Schneider Hasseler, Muskingum University

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

10:00 a.m. - 10:15 a.m. BREAK

10:15 a.m. - 10:45 a.m. ACE WNO AWARDS

11:00 a.m. - 12:15 p.m. CONCURRENT SESSIONS I

Nevertheless, She Persisted: Faculty Taking a Stand to Lead for Equity & Inclusion

*Conference Room 1*

Formal & Informal Team Leadership in Higher Education, A Case Study Approach: How to be an Amazing Leader

*Conference Room 2*

To Lean In or Not: Navigating the Career Ladder after a Major Life Change

*Conference Room 3*

Diverse Leaders' Panel

*Conference Room 4*

FRIDAY, NOVEMBER 3, 2017  
Xavier University

- 12:15 p.m. – 1:15 p.m.    LUNCH AND NETWORKING  
*Banquet Room 1*
- 1:15 p.m. - 1:30 p.m.    BREAK
- 1:30 p.m. - 2:45 p.m.    CONCURRENT SESSIONS II
- Ten Commandments for Women in Higher Education  
*Conference Room 1*
- Speaking Authentically as Leaders: Women’s Voices and the Silences of  
the Margins  
*Conference Room 2*
- Learning to Lean In: Developing Women Leaders in Higher Ed  
*Conference Room 3*
- The Wonder Woman: Navigating and Dismantling the Glass Ceiling  
*Conference Room 4*
- 2:45 p.m. - 3:00 p.m.    BREAK
- 3:00 p.m. - 3:45 p.m.    PLENARY SESSION  
*Banquet Room 2*
- Negotiating for the Personal and Professional Win  
Dr. Holly Craider & Judi McMullen, Cuyahoga Community College
- According to a Harvard Business School study conducted in 2014 by  
Leibbrandt and List, the gender wage gap persists, as men are still paid  
more than women, even when taking into consideration job level,  
differences in preferences, and family leave. Over the past two decades,  
laboratory and survey evidence has suggested that men are significantly  
more likely to engage in salary negotiations than women; however, when  
women negotiate on behalf of another person they are as successful as  
men (Leibbrandt & List, 2014). Women are known for doing for others; it’s  
time we also take care of ourselves. Sit back, relax, and learn from an  
experienced HR professional how to negotiate for a personal and  
professional win!
- 3:45 p.m. - 4:00 p.m.    DOOR PRIZES AND CLOSING REMARKS
- Must be present to win



# ACE WOMEN'S Network™

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.



The logo for ACE Women's Network Ohio features the text "ACE WOMEN'S" in a bold, dark green, sans-serif font at the top. Below it is a dark green horizontal swoosh that tapers at both ends. Underneath the swoosh, the word "Network" is written in a large, blue, serif font with a trademark symbol (TM) to its upper right. At the bottom, the word "Ohio" is written in a smaller, dark green, sans-serif font.

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

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

## ACE WOMEN'S NETWORK-OHIO EXECUTIVE BOARD 2017-2018

**Dr. Denise McCory**, *State Co-Chair*  
Cuyahoga Community College

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

**Dr. Rashmi Assudani**  
Xavier University

**Jennifer Beard**  
The Ohio State University

**Zakiya Brown**  
Central State University

**Dr. Holly Craider**  
Cuyahoga Community College

**Dr. Maria Cronley**  
Miami University

**Dr. Shanda Gore**  
University of Toledo

**Shari Mickey-Boggs**  
Wright State University

**Dr. Roberta Milliken**  
Shawnee State University

**Dr. M. Geneva Murray**  
Ohio University

**Dr. Stina Olafsdottir**  
Kent State University

**Shannon Spencer**  
Ohio Northern University

**Carol Tonge Mack**  
University of Cincinnati

**Dr. JoAnna Williamson**  
Franklin University

## ACE WOMEN'S NETWORK-OHIO PRESIDENTIAL SPONSORS

**Dr. Bonnie L. Coe**, President, Central Ohio Technical College  
**Dr. Kathy A. Krendl**, President, Otterbein University

## SESSION I

11:00 a.m. - 12:15 p.m.

### Nevertheless, She Persisted: Faculty Taking a Stand to Lead for Equity & Inclusion

Lisa Barlow, Rebecca Hale, & Robin Selzer, University of Cincinnati

*Conference Room 1*

Three faculty women leaders paving the way for equity and inclusion on their campus will share reflections on why they are championing these issues in this campus climate, challenges and opportunities they have faced, progress they have made, and suggestions for other women trying to advance equity and inclusion on their respective campuses. Participants will have the opportunity to share their questions, ideas and strategies on this topic as a collective.

### Formal & Informal Team Leadership in Higher Education, A Case Study Approach: How to be an Amazing Leader

Cynthia Greer, Nancy Hart, Brenda Levya-Gardner, and Nancy Linenkugel, Xavier University

*Conference Room 2*

Leadership starts with a passion for the organization and its mission. Learn how a team approach to college leadership culminated in a collaborative, innovative model which can be applied to any level of the organization. As a group, this team acted in a one-year interim dean role. This session will also discuss the individual skills necessary for the approach to succeed in a formal leadership role, as well as informal groups in higher education.

### To Lean In or Not: Navigating the Career Ladder after a Major Life Change

Megan Minton & Ashley Webber, University of Cincinnati

*Conference Room 3*

We all find ourselves needing to take a leave from work (either short- or long-term) at some point during our career. Whether that comes in the form of maternity leave, bereavement, or other major life event, returning to work can bring with it some unique challenges. Join us for a session that aims to prepare you with the tools you need to transition back to a healthy work environment and help others do the same.

### Diverse Leaders' Panel

Zakiya Brown, Central State University

Shanda Gore, University of Toledo

Roberta Milliken, Shawnee State University

Stina Olafsdottir, Kent State University

*Conference Room 4*

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

## SESSION II

1:30 p.m. - 2:45 p.m.

### Ten Commandments for Women in Higher Education

Nicole Avant, Temesha Corbin, & Carol Tonge Mack, University of Cincinnati

Terri M. Hurdle, Mount St. Joseph University

Alsace Touré, Baldwin Wallace University

Lori Wright, Northern Kentucky University

*Conference Room 1*

Ten Commandments for Women in Higher Education is an interactive workshop designed to empower women to embrace the importance of personal and professional development. Participants will be introduced to a set of guiding core principles important for success of women who serve in education. At the conclusion of the workshop, participants will be grouped with a presenter who will serve as an accountability partner to provide feedback and support for an interactive exercise.

### Speaking Authentically as Leaders: Women's Voices and the Silences of the Margins

Christina Jones, Ann Linden, & Jennifer Pauley, Shawnee State University

*Conference Room 2*

This session explores the double-bind women face regarding voicing their opinions in leadership roles. Though in positions of authority, women often face gendered social norms that complicate their ability to stay true and openly express their convictions. They are forced to navigate a "minefield" of when to speak, how to speak, and how to show emotions/convictions without losing status or authority. Participants will discuss personal anecdotes that illustrate their struggles while also offering strategies to change as well as cope with such predicaments.

### Learning to Lean In: Developing Women Leaders in Higher Ed

Donna Chrobot-Mason, Eileen Stempel, & Kathy Qualls, University of Cincinnati

*Conference Room 3*

In this presentation we begin with a discussion about Sandberg's book "Lean In". We cite research to both support and refute the book's key claims. Participants then engage in a discussion about their own experience with leaning in and leadership. Next, we use the University of Cincinnati's Women's Leadership Program to illustrate the importance of experiential learning to enhance leadership identity. Finally, we engage participants in a discussion about ways to foster women's leadership development in higher education.

### The Wonder Woman: Navigating and Dismantling the Glass Ceiling

Cassandra Pegg-Kirby & Alicia Robinson, Kent State University

*Conference Room 4*

The Kent State University Women's Center makes an intentional effort to equip our female students with the tools they need to effectively lead and pursue their career goals. We offer a women's leadership program that teaches students how to become change agents on campus and in the world. Participants of this session will learn how to implement this leadership model in their personal lives and their work environment.

# 2017 ACE WNO CONFERENCE *presidential pan*



**Dr. Susan S. Hasseler** became Muskingum University's 21st President on July 1, 2016. An academic leader, teacher, and scholar with deep commitments to inclusivity, community engagement, and service, she has made it a priority to immerse herself in both the campus and its surrounding communities. In keeping with Muskingum's commitment to educating the whole person for the whole world, she encourages and challenges everyone to engage, explore and expand their horizons.

Dr. Hasseler previously served as Senior Vice President for Academic Affairs at Augustana University in Sioux Falls, South Dakota. Prior to that, she served as Dean of the School of Business, Education and Social Sciences and Dean of Community Engagement at Messiah College in Mechanicsburg, Pennsylvania and Associate Dean for Undergraduate and Graduate Teacher Education at Calvin College in Grand Rapids, Michigan. As a faculty member, Dr. Hasseler served as Professor and Associate Professor of Education at Calvin College and as Assistant Professor of Education at Michigan State University.

An active leader in national higher education associations, she has most recently served on the Board of Directors of the American Conference of Academic Deans and presents regularly for the Council of Independent Colleges. She is also a member of the Zanesville Noon Rotary Club.

Dr. Hasseler holds a Bachelor's in Elementary and Special Education from Calvin College, a Master's in Special Education from the University of South Dakota, and a Ph.D. from Northwestern University's School of Education and Social Policy.



**Dr. Donna Imhoff** joined Cuyahoga Community College as president of the Western Campus and Brunswick University Center on February 1, 2016. She spent three decades at Community College of Allegheny County in Pittsburgh where she served as a faculty member, vice president of the faculty union, and department chair for the social and behavioral sciences. Dr. Imhoff later joined the administration as a campus president. In 2003, she received the NISOD Excellence in Teaching Award at the International Conference on Teaching and Leadership Excellence. While in Pittsburgh, Dr. Imhoff served as President of the Board of Directors of Crisis Center North, a domestic violence prevention and education center in the northern portion of Allegheny County. She served as a member of the American Association of Community Colleges Commission on Economic and Workforce Development and currently serves on the board of the Chamber of Commerce in

Parma, Ohio.

Dr. Imhoff holds a Doctorate in Social and Comparative Analysis in Education and a Master's Certificate in Women's Studies from the University of Pittsburgh, a Master's degree from Duquesne University, and a Bachelor's degree in Rehabilitation Education from Penn State University. She is a graduate of the Harvard Kennedy School, Crisis Leadership in Higher Education program, and in 2014, completed Leadership Pittsburgh and is a graduate in class LPXXX.

Dr. Imhoff received the YWCA Tribute to Women Leadership Award in Education in 2012. In 2017, she was the recipient of the Pennsylvania Governor Victim Service Pathfinder Award and received the University of Pittsburgh School of Education 2017 Administrative and Policy Studies Departmental Alumni Award.



**Dr. Para M. Jones** has been President of Stark State College since 2012. She also served as President of Spartanburg Community College in South Carolina. The majority of Dr. Jones's 30-year community college career has been in Northeast Ohio and at Stark State, where she led advancement, marketing, legislative relations, fundraising, grants, student services, admissions, career development and institutional research and planning. She has taught online and on-the-ground business classes at Stark State and in Ashland University's MBA program. Dr. Jones's passion for the community college mission is driven by her belief that students are best served by affordable, quality education that leads to rewarding careers.

Prior to academe, she worked in corporate marketing and communications for Roadway Express and as a

technical editor for Goodyear Aerospace.

Dr. Jones holds a Ph.D. from the University of Nebraska, an MBA with honors from Ashland University and a Bachelor's degree magna cum laude from the University of Mount Union.

Among the many professional and community-based organizations she serves, Dr. Jones chairs the Presidents' Council of the Ohio Association of Community Colleges (OACC), serves on the Executive Board of the Greater Akron Chamber of Commerce and several regional boards, including Akron Urban League, Conxus, MAGNET (Manufacturing Advocacy and Growth Network), NOCHE (Northeast Ohio Council on Higher Education), Stark Development Board and Canton Regional Chamber of Commerce. She also is a member of the National Association of Manufacturers (NAM) Education Council in Washington, DC and TeamNEO's Business Development Council. In addition, Dr. Jones is an Athena award recipient.



**Dr. Richanne C. Mankey** officially began her presidency at Defiance College on January 1, 2016 as the 19th president and the first woman president.

Throughout her career, Dr. Mankey has advocated for independent, church-related higher education in a quest for servant leadership to inspire and transform lives and institutions. She began her career at Ohio Northern University where she progressed through the ranks before becoming the youngest named Vice President for the institution. She furthered her career at Daemen College in Amherst, New York where she served as Vice President for Student Affairs, Dean of Students, then Vice President for Institutional Advancement.

Dr. Mankey was awarded the Bernice Poss award for women in higher education who exemplify leadership, professionalism, concern for others, and steady advocacy; she was a recipient of the Women of Influence for Nonprofit Leadership; was an Athena award finalist and most recently, a recipient of the 2017 Distinguished Alumna award from Ohio Northern University.

In 2011, she was a founding member of the Women's Leadership Institute through the Western New York Consortium for Higher Education and chaired its steering committee. She serves on the boards of the Ohio Foundation of Independent Colleges and ProMedica Defiance Regional Hospital.

President Mankey graduated cum laude in Psychology from Ohio Northern University; received her master's in Social Agency Counseling from the University of Dayton; and earned her Ph.D. in Adult Education from Teachers College, Columbia University, New York.



**Dr. Monica J. Posey** became president of Cincinnati State Technical and Community College in June 2016, the first president hired from within Cincinnati State since it expanded to become a community and technical college.

Dr. Posey moved into higher education full time at the University of Cincinnati after working for AT&T Company for eight years. In 1992, she joined Cincinnati State as Assistant Dean in the Engineering Technologies Division. She later established and became director of the College's Office of Institutional Research. In 2003, she became academic Vice President and an officer for the college, a position she held, adding the title of Provost in 2015, until being named Interim President.

Dr. Posey's extensive list of professional activities and recognitions include being a graduate of the Cincinnati U.S.A. Regional Chamber Leadership Cincinnati, a Greater Cincinnati YWCA Career Woman of Achievement, and a Distinguished College Alumni award by the UC College of Education, Criminal Justice and Human Services.

Dr. Posey earned a Bachelor's degree from Cornell University, followed by a MBA from The Wharton Graduate School, University of Pennsylvania. She would later add a Doctor of Educational Foundations at the University of Cincinnati and also completed coursework toward a Ph.D. in Quantitative Analysis.

# CONFERENCE PRESENTERS



Lisa Barlow, *University of Cincinnati*

Lisa Barlow is an Assistant Professor in the Division of Experience-Based Learning and Career Education (ELCE) at the University of Cincinnati, teaching and advising of Graphic Communication Design co-op students. She serves as the Creative Director for *Experience Magazine*, an experiential learning trade publication, and as Co-Chair for ELCE's Equity and Inclusion committee. Barlow draws upon 15 years of experience creating award-winning solutions in the areas of design strategy, branding, print, and interactive design. She is currently pursuing a Master's degree in Applied Psychology.



Zakiya Brown, *Central State University*

Zakiya Brown serves as the Interim Dean of Students for Central State University. Her previous roles have included Residence Hall Coordinator for Central State University and Centenary College of Louisiana, Assistant Director for Diversity and Inclusive Initiatives for Rollins College, and Director for Student Engagement and Campus Life for Central State University. She holds a Bachelor's degree in Economics from Central State University and a Master's degree in Educational Leadership from Concordia University where she's currently pursuing an Ed.D. in Educational Leadership with a specialization in Higher Education.



Dr. Donna Chrobot-Mason, *University of Cincinnati*

Dr. Donna Chrobot-Mason is an Associate Professor and Director of the Center for Organizational Leadership at the University of Cincinnati. Her focus is on leadership across differences and strategies for creating organizational practices, policies, and a climate that support diversity and foster intergroup collaboration. Dr. Chrobot-Mason is also director of the university's women's leadership development program, UC Women Lead.



Temesha Corbin, *University of Cincinnati Clermont College*

Temesha Corbin is the Director of Advising at the University of Cincinnati Clermont College. With 18 years of experience in higher education, she has worked in a variety of college settings spanning a private liberal arts institution to a community college to public universities. Her concentration has been in student development and retention efforts for marginalized populations. Corbin earned a Bachelor's degree from Furman University with a concentration in Women's Studies and a Master's degree from Miami University.



Dr. Holly Craider, *Cuyahoga Community College*

Dr. Holly Craider is the Assistant Dean of Curriculum and faculty member at Cuyahoga Community College. With thirteen years of experience in higher education, she has worked in the areas of admissions, financial aid, student success, recruitment, eLearning Innovation, and curriculum development. Dr. Craider is a Ralph M. Besse Teaching Excellence award winner and is a graduate of the John Rouché and HERS Wellesley leadership institutes. She earned her Ph.D. in Higher Education Administration from Kent State University.



Dr. Cindy Geer, *Xavier University*

Dr. Cindy Geer is an Associate Dean and Professor in Xavier University's College of Professional Sciences. Dr. Geer previously served as a department chair for eight years before becoming an associate dean. Dr. Geer's area of research focuses on the efficacy of teacher professional development in science education and technology.



Dr. Shanda L. Gore, *University of Toledo*

Dr. Shanda Gore is an Associate Vice President at The University of Toledo, responsible for the creation and teaching of the Graduate Online Diversity Certificate in the Judith Herb College of Education Higher Education program and directing the UT Minority Business Development Center and the UT Eberly Center for Women. Dr. Gore has held several roles in higher education including Chief Diversity Officer and director focused on minority medical student recruitment and retention. She earned her a Bachelor's and Master's degrees as well as her Ed.D. in Leadership Studies from Bowling Green State University.

# CONFERENCE PRESENTERS



Dr. Rebecca Hale, *University of Cincinnati*

Dr. Rebecca Hale is an Assistant Professor and Faculty Co-op Advisor in the Division of Experience-Based Learning and Career Education (ELCE) and an English as a Second Language instructor at the University of Cincinnati. Dr. Hale serves as a co-chair for ELCE's Equity and Inclusion Committee, where she advises and teaches professional development courses to Mechanical Engineering students and assists ELCE's International Experience Programs with research and service projects to support students of international backgrounds in their internship/co-op job search process.



Nancy Hart, *Xavier University*

Nancy Hart serves as the Office Manager in the College of Professional Sciences' Dean's Office at Xavier University. She was a part of the innovative one-year interim Dean role for the College which used a team approach to college leadership. She continues to carry out many of the responsibilities of this role in her work today.



Dr. Terri M. Hurdle, *Mount St. Joseph University*

Dr. Terri Hurdle serves as the Director of Diversity & Inclusion and as an instructor within the Center for Ethical Leadership's Leadership Pathways program at Mount St. Joseph University. She earned her Bachelor's and Master's degrees from Xavier University and her Ed.D from the University of Cincinnati. She began her career at the University of Cincinnati 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.



Christina Jones, *Shawnee State University*

Christina Jones is the Career Advisor in Student Career Development, a Title IX Deputy Coordinator, and an adjunct for English and Humanities at Shawnee State University. She was previously the Coordinator of the Women's and Gender Equity Center at SSU in 2016, and graduated from Ohio University with her Master's in English and Creative Writing and a certification in Gender and Sexuality Studies in 2014.



Dr. Brenda Levya-Gardner, *Xavier University*

Dr. Brenda Levya-Gardner is Chair and Associate Professor of the Department of Leadership Studies and Human Resource Development at Xavier University. In 1992, she and colleagues started an innovative weekend cohort Executive Master's Program in Human Resource Development at Xavier. Dr. Levya-Gardner earned her Ph.D. from the University of Missouri-Columbia and her interests lie in team-building, organization development, and graduate education for adults.



Dr. Ann Linden, *Shawnee State University*

Dr. Ann Linden is an Associate Professor at Shawnee State University where she teaches communication courses in the Department of English and Humanities. She also previously served for four years as the director of Shawnee State's Women's Center. Dr. Linden earned her Ph.D. from the University of Wisconsin-Madison.



Sister Nancy Linenkugel, *Xavier University*

Sister Nancy Linenkugel, OSF, DM, is a Franciscan Sister who serves as Chair of the Department of Health Services Administration at Xavier University. Her ministries also include being a hospital CEO, a college president, and an elected member of the leadership team of her order, the Sisters of St. Francis of Sylvania, Ohio. Sister Nancy is a fellow in the American College of Healthcare Executives and has a doctorate in management from the Weatherhead School of Management, Case Western Reserve University. She was inducted into the Ohio Women's Hall of Fame in 1999.

# CONFERENCE PRESENTERS



Judi McMullen

Judi McMullen SPHR, RCC, HCS, is the Vice President, Chief Human Resources Officer at Cuyahoga Community College, joining the Administration Finance leadership team 7 years ago. Prior to joining Tri-C, Judi served as an HR Director for Ernst Young. Judi spent several years in the manufacturing arena working with Dow Chemical, Kraft Foods, Shiloh Industries and Invacare Corporation. Judi oversees Employee Labor Relations, Organizational Development, Diversity and Inclusion, Benefits, Talent Acquisition, Employee Services and the Health and Wellness functions of the Human Resources department.



Dr. Roberta Milliken, *Shawnee State University*

Dr. Roberta Milliken is the Acting Dean of the College of Arts and Sciences at Shawnee State University. She earned her Bachelor's and Master's degrees from Ohio University and her Ph.D. from The University of Toledo. At Shawnee State University, Dr. Milliken proposed and taught the first Women's Studies class, successfully initiated the Women's Studies Minor with other dedicated faculty, and was a founding member of and the first Director for the Women's Center. She received The James P. Chapman Distinguished Service Award recognizing those who have contributed to the advancement of women at Shawnee State University in 2011.



Megan Minton, *University of Cincinnati*

Megan Minton is an Assistant Director and Honors Advisor for the University Honors Program at the University of Cincinnati. She also coordinates two high-level research and mentoring programs for undergraduates. She earned her Master's degree in Student Personnel Services in Higher Education from Eastern Kentucky University, and a Master's Certificate in Behavior Analysis from the University of Cincinnati.



Dr. Stina Olafsdottir, *Kent State University*

Dr. Stina Olafsdottir is the Interim Associate Vice President for Business and Administration Services, University Bursar at Kent State University, and an instructor in the College of Health and Human Services. She is the President of the Women's Center Advisory Board at Kent State University. She previously served as Manager of Student Accounts Receivable in the Bursar's Office. She earned her Bachelor's in International Relations, Master's in Public Administration, and her Doctorate in Higher Education Administration from Kent State University.



Dr. Jennifer Pauley, *Shawnee State University*

Dr. Jennifer Pauley is Chair and Professor of English and Humanities at Shawnee State University where she teaches courses in eighteenth and nineteenth century British literature. Dr. Pauley earned her Ph.D. in English from Ohio University in 2007. Dr. Pauley received Shawnee State University's Distinguished Teaching award in 2011.



Cassie Pegg-Kirby, *Kent State University*

Cassie Pegg-Kirby serves as the Interim Director of the Kent State University Women's Center. In her role, she provides leadership for the Women's Center and directs the development and delivery of programming, services, and advocacy for female students, staff, and faculty. She earned her Bachelor's degree in Psychology and Women's Studies from Allegheny College and her Master's degree in Higher Education from Kent State University.



Kathy Qualls, *University of Cincinnati*

Kathy Qualls is the Senior Vice Provost for Academic Finance and Administration, responsible for the oversight of all financial activities for the University of Cincinnati for Clifton Campus Colleges, College of Nursing, Allied Health and Pharmacies, the Graduate School, and two regional campuses. She provides financial council to the Provost and establishes financial policies and procedures as a member of the Provost's senior leadership team. Qualls is former President of the Central Association of College and Universities Business Officers, and a former board member of the National Association of College and University Business Officers.



# CONFERENCE PRESENTERS



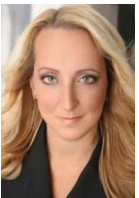
Alicia Robinson, Kent State University

Alicia Robinson serves as the Assistant Director of the Kent State University Women's Center. She is responsible for developing strategies and identifying resources for programs, services, and advocacy to secure equity of experience and resources for female identifying students, faculty, and staff. Robinson's role also supports the continual advancement and quality of educational experience and professional life of women at Kent State University. Robinson holds a Bachelor's degree in Fashion Merchandising and a Master's degree in Human Development and Family Studies from Kent State University.



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. She earned her Ph.D. in Higher Education Administration from Loyola University of Chicago.



Dr. Eileen Stempel, *University of Cincinnati*

Dr. Eileen Stempel is the Senior Vice Provost for Academic Affairs at the University of Cincinnati. A member of the Provost's senior leadership team, Dr. Stempel advances key academic initiatives, oversees the Office of Institutional Research and the Institute for Policy Research, and represents the Office of the Provost to the Ohio Department of Higher Education. A Presidential Scholar, she spent the last 15 years at Syracuse University, most recently as assistant vice president. She has also served as associate dean of the Graduate School, and was awarded the Kaufmann Foundation eProfessorship in the department of art and music histories.



Carol Tonge Mack, *University of Cincinnati*

Carol Tonge Mack is a student-centered leader who serves as an Assistant Dean at the University of Cincinnati. She is committed to social justice and equity in the workplace and was the architect of the first Cultural Competence Workshop Series for the academic advising staff in the College of Arts and Sciences. She is a native of the Caribbean island of Antigua and earned her Bachelor's Degree from Middlebury College and both Master's degrees from the University of New Hampshire.



Alsace Touré, *Baldwin Wallace University*

Alsace Touré is a higher education professional with 14 years of experience currently serving as Director of The Learning Center and Disability Services at Baldwin Wallace University. She is passionate about developing programs and services that promote equal access, increase retention and graduation rates of undergraduate students. Alsace received her Bachelor's Degree in African American History from Northern Kentucky University and her Masters of Education in Educational Foundations from the University of Cincinnati.



Ashley Webber, *University of Cincinnati*

Ashley Webber is an Assistant Director and Honors Advisor for the University Honors Program at the University of Cincinnati. She advises students from the Lindner College of Business and the College of Education, Criminal Justice and Human Services on experiential learning and reflection. She has also held several leadership roles at the university, including being Co-Chair for the UC Advising Conference. Ashley earned her undergraduate degree in Business Management and Criminal Justice from Xavier University and her Master of Business Administration from the University of Cincinnati.



Lori Wright, *Northern Kentucky University*

Lori Wright serves as Director for TRiO Student Support Services at Northern Kentucky University. Prior to joining Northern Kentucky University, Wright served in several leadership capacities at the University of Cincinnati and Xavier University. Wright earned her Bachelor's Degree in Organizational Leadership from the University of Cincinnati and a Master's of Education in Counseling from Xavier University, and is currently a Doctoral Student in the Educational Leadership Program at Northern Kentucky University.

Institutional Representatives (IR's) serve as advocates for women's leadership development and advancement at their institutions. For more information or to become an IR for your institution, contact JoAnna Williamson at joanna.williamson@franklin.edu. The following is a list of active IRs as of October 15, 2017.

## NORTHWEST

|                          |                 |   |                            |                |
|--------------------------|-----------------|---|----------------------------|----------------|
| Defiance College         | Lois McCullough | Vice President, Business and Management               | lmccullough@definace.edu   | (419) 783-2317 |
| Heidelberg College       | Dr. Ellen Nagy  | Executive Director, Student Academic & Career Success | enagy@heidelberg.edu       | (419) 448-2063 |
| Lourdes College          | Michelle Rose   | Director of Field Education, Social Work              | mrose@lourdes.edu          | (419) 824-3822 |
| Ohio Northern University | LaShonda Gurley | Director, Multicultural Development                   | l-gurley@onu.edu           | (419) 772-3145 |
| University of Toledo     | Jennifer Pizio  | Associate Director, Office of Diversity & Inclusion   | jennifer.pisio@utoledo.edu | (419) 530-2116 |

## NORTHEAST

|                                  |                         |  |                           |                      |
|----------------------------------|-------------------------|--|---------------------------|----------------------|
| Case Western Reserve University  | Dr. Lynn Singer         | Deputy Provost and VP, Academic Programs                             | lynn.singer@case.edu      | (216) 368-4389       |
| Cleveland Institute of Art       | Almut Zvosec            | Vice President, Business Affairs                                     | azvosec@gate.cia.edu      | (216) 687-2544       |
| Cuyahoga Community College       | Dr. Denise McCory       | Dean of Academic Affairs   | denise.mccory@tri-c.edu   |                      |
| Hiram College                    | Dr. Gail Ambuske        | Professor Emerita of Communication & Management                      | ambuskegc@hiram.edu       | (330) 569-5139       |
| Lake Erie College                | Terry Finefrock         | Vice President of Enrollment Management                              | tfinefrock@lec.edu        |                      |
| Lakeland Community College       | Dr. Michele Miller      | Medical Assisting Director, Online Medical Transcription Coordinator | mmiller@lakelandcc.edu    | (440) 525-7428       |
| Lorain County Community College  | Dr. Marcia J. Ballinger | President  | mballing@lorainccc.edu    | (440) 366-4052       |
| Ohio State University, Mansfield | Donna Height            | Chief Student Life & Retention Officer                               | height.6@osu.edu          | (419) 755-4034       |
| Stark State College              | Fedearia Nicholson      | Dean of Student Success  | fnicholson@starkstate.edu | (330) 494-6170 x4677 |
| University of Akron              | Dr. Linda Subich        | Associate Dean, University College of Arts & Sciences                | lsubich@uakron.edu        | (330) 972-8379       |
| Ursuline College                 | Tina Roan Lining        | Director, Multicultural Affairs                                      | troan@ursuline.edu        | (440) 684-6085       |
| Youngstown State University      | Dr. Jennifer Pintar     | Associate Provost, Academic Administration                           | japintar@ysu.edu          |                      |

## SOUTHEAST

|                                       |                      |  |                        |                |
|---------------------------------------|----------------------|--|------------------------|----------------|
| Central Ohio Technical College        | Dr. Jackie Parrill   | Director, Institutional Planning & Human Resources | parrill.9@osu.edu      | (740) 366-9407 |
| Denison University                    | Jenna McDevitt       | Director, Administrative Services                  | mcdevitts@denison.edu  | (740) 587-6655 |
| Franciscan University of Steubenville | Sara Fryer Droddy    | HR Generalist                                      | sdroddy@franciscan.edu | (740) 283-6430 |
| Kenyon College                        | Dr. Jan Thomas       | Senior Associate Provost                           | thomasj@kenyon.edu     | (740) 427-5114 |
| Ohio Wesleyan University              | Dr. Barbara Andereck | Professor, Physics and Astronomy                   | bsandere@owu.edu       | (740) 368-3773 |
| Otterbein University                  | Kristi Robbins       | Chief of Staff, President's Office                 | krobbins@otterbein.edu | (614) 823-1232 |
| The Ohio State University             | Jennifer Beard       | Director, The Women's Place                        | beard.140@osu.edu      | (614) 292-3957 |
| The Ohio State University, Newark     | Dr. Jackie Parrill   | Director, Institutional Planning & Human Resources | parrill.9@osu.edu      | (740) 366-9407 |

## SOUTHWEST

|  |                      |  |                                   |                      |
|--|----------------------|--|-----------------------------------|----------------------|
| Cincinnati State Technical & Community College | Neisha G. Wiley      | Ohio REACH Liason, Counseling Services   | neisha.wiley@cincinnatiastate.edu | (513) 569-1603       |
| Mount Saint Joseph University                  | Dr. Maggie Davis     | Associate Provost for Academic Support   | maggie_davis@mail.msjeu.edu       | (513) 244-4630       |
| Miami University                               | Dr. Tammy Schwartz   | Instructor and Director, Urban Teaching Cohort                                 | schwartz@miamioh.edu              | (513) 529-0435       |
| Shawnee State University                       | Dr. Roberta Milliken | Professor, English & Humanities  | rmilliken@shawnee.edu             | (740) 351-3339       |
| Sinclair Community College                     | Laura Mercer         | Chief of Staff, President's Office   | Laura.mercer@Sinclair.edu         | (937) 512-4571       |
| Southern State Community College               | Nicole Roades        | VP, Academic Affairs   | nroades@sccc.edu                  | (800) 628-7722 x2622 |
| Union Institute & University                   | Dr. Elizabeth Pruden | Assistant Provost  |                                   | (513) 487-1232       |
| University of Cincinnati                       | Dr. Robin Selzer     | Assistant Professor, Division of Professional Practice & Experiential Learning | arnsperi@ucmail.uc.edu            |                      |
| University of Dayton                           | Lisa Rismiller       | Secretary of the Board of Trustees   | lisa.rismiller@udayton.edu        | (937) 229-4087       |

Institutional Representatives (IR's) serve as advocates for women's leadership development and advancement at their institutions. For more information or to become an IR for your institution, contact JoAnna Williamson at [joanna.williamson@franklin.edu](mailto:joanna.williamson@franklin.edu). This is a list of active IRs as of October 15, 2017.

SAVE THE DATE  
NOVEMBER 2, 2018

*20th Annual*  
**ACE WOMEN'S**  
**Network**<sup>TM</sup>

**Ohio**  
*Conference*

UNIVERSITY OF TOLEDO