

ACE WOMEN'S
Network™

Ohio

21ST ANNUAL CONFERENCE

AUTHENTIC LEADERSHIP
LEADING WITH WHO YOU ARE

ACE WNO would like to extend a special thank you to our host, Edison State Community College, for sponsoring the conference, the opening reception, and executing the administrative details to bring the conference together. We also thank Higher Education Resources Services (HERS) for sponsoring the luncheon.



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WELCOME

Welcome to our 21st annual ACE WNO conference! Our theme this year is Authentic Leadership; this is in alignment with our national office and their dedication to diversity in leadership. Today, we are creating an authentic space, free of judgement but filled with empowerment and community. We hope you feel refreshed and reenergized when you return to your campus community. Congratulations to all of our award and scholarship recipients. We are proud to honor your hard work and achievements. Specifically, for ACE WNO, we also have much to celebrate and this past year has brought on a number of accomplishments. We have distributed three Professional Development awards and funded Campus Conversation grants totaling \$1,000. We welcomed a new presidential sponsor, Lourdes University President, Dr. Mary Ann Gawelek; received the 2019 ACE State Network Leadership Award; recruited four new wonderful executive board members; and for the first time became a 5013c nonprofit organization. These accomplishments are rooted in our strategic plan and we are just getting started!



*Dr. Shanda
Gore*



*Carol Tonge
Mack*

ACE WNO would not be a strong organization or have such a well-attended conference without a number of organizations and individuals who are committed to making that happen. Thank you to the Edison State Community College campus for your gracious welcome. We also would like to thank the HERS organization for their consistent sponsorship not only to our organization but to the overall goal to provide women's professional development. We would like to recognize the commitment and time provided by this year's presidential panel as well as our presenters during the concurrent sessions. A special note of appreciation to our volunteers; we are grateful for your time, energy, and hard work.

We will be remiss if we didn't thank our current presidential sponsors, ACE WNO Executive Council Chair and Union Institute and University President, Dr. Karen Schuster Webb and Edison State Community College President Dr. Doreen Larson for their steadfast support. To our Institutional Representatives, 2019 Conference Planning Committee and ACE WNO Executive Board, we could not have done this without your passion for this work and your faithful devotion.

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

With kindness and in service,

ACE WNO State Co-Chairs

Dr. Shanda Gore

Vice President of Institutional Innovation
and Economic Development
Union Institute and University

Carol Tonge Mack

Assistant Dean, College of Arts and Sciences
University of Cincinnati



*Dr. Doreen
Larson*

Edison State Community College is proud to host the 21st Annual Statewide Conference of the ACE Women's Network-Ohio (ACE WNO). The mission of the ACE WNO of improving the status of women in higher education hits close to home for Edison State. I serve as the first female President of the college and am supported by the first female Chair of the Board of Trustees alongside the female Vice Chair of the Board. Together, our leadership trio models a style of transparency and communication. As a Presidential Sponsor to ACE WNO, I have had first-hand experience with the dedication of the members to helping identify and recognize outstanding female leaders, advance women's career, enable female leaders to network and mentor others, and support women to realize their full potential.

Edison State Community College was chartered in 1973 as the first general and technical College in Ohio. It is one of 23 Community Colleges operating in Ohio that provide access to a high quality college education that is affordable and individualized. Today, Edison State serves over 4,000 students in over 40 technical fields, a broad range of baccalaureate transfer programs, certificates, and continuing education offerings.

Edison State is a growing college, not only in overall enrollment, but in new facilities in Troy and Eaton Ohio. A clear demonstration of our focus on Career Pathways for all our students is the addition of the Robinson Student Career Center on the campus in Piqua. As a college, we act on developing close and tailored partnerships with businesses in our region. Those partnerships include apprentice programs, internships, co-ops, on-site classrooms and short-term certificates. As you interact with the Edison State team, I know you will recognize our culture of service and support. The high levels of student retention and graduation are a result of every Edison State employee taking personal responsibility for the success of every student. In particular, Edison State members of the ACE WNO are ideal representatives of our commitment to student service.

I hope that you take full advantage of both the formal and informal opportunities to learn and connect offered by this conference and I look forward to meeting many of you throughout the events.

Sincerely,

Dr. Doreen Larson

President, *Edison State Community College*

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 2019-2020

Dr. Shanda Gore, *State Co-Chair*
Union Institute and University

Carol Tonge Mack, *State Co-Chair*
University of Cincinnati

Dr. Rashmi Assudani
Xavier University

Viva McCarver
Bowling Green State University

Kristine King Robbins
Otterbein University

Dr. Loleta B. Collins
Edison State Community College

Dr. M. Geneva Murray
Ohio University

Dr. Sandra Schroer
Muskingum University

Dr. Holly Craider
Cuyahoga Community College

Dr. Angela Paprocki
University of Toledo

Dr. Robin Selzer
University of Cincinnati

Dr. Elena Foulis
The Ohio State University

Dr. Delia Pfister
Cuyahoga Community College

Amanda Watkins
Wright State University

Dr. LaShonda Gurley
Ohio Northern University

Desiree Polk-Bland
Columbus State Community College

Dr. JoAnna Williamson
Franklin University

ACE WNO 2019 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

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.

Dr. Patricia McSteen
Ohio University

PROFESSIONAL DEVELOPMENT SCHOLARSHIPS

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

Kara Depaul
Cuyahoga Community College

Coryn Gonzoles
The Ohio State University

Diane Weinbrandt-Clouse
University of Cincinnati

CAMPUS CONVERSATION GRANTS

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

Dr. Crystal Clark
Columbus State

Alaina Foster
Cuyahoga Community College

Dr. Rita Kumar
University of Cincinnati

Dr. Ladorian Latin
Franklin University

Dr. Jan Thomas
Kenyon College

CONFERENCE AT-A-GLANCE

7:30 - 8:30 a.m.	REGISTRATION AND CONTINENTAL BREAKFAST <i>The Congressional Room, Presidential Green Room: St. Andrews Room</i>
8:30 - 8:40 a.m.	OPENING REMARKS <i>The Congressional Room</i> Carol Tonge Mack and Dr. Shanda Gore, ACE WNO State Co-Chairs Dr. Karen Schuster Webb, ACE Executive Council Dr. Loleta B. Collins, Conference Chair
8:40 - 8:45 a.m.	WELCOME <i>The Congressional Room</i>
8:45 - 9:45 a.m.	PLENARY SESSION, EXECUTIVE PRESENCE: SHOWING UP Dr. Verna Fitzsimmons, H.E.R.S.
9:45 - 10:00 a.m.	BREAK
10:00 - 10:50 a.m.	CONCURRENT SESSIONS I So Now You're a Fundraiser <i>The Pinehurst Room</i> The Unique You: The Art of Personal Branding for Women <i>The President's Room</i> Empathic Leadership: Making Space for Other Voices <i>The Augusta Room</i>
10:50 - 11:00 a.m.	BREAK
11:00 a.m. - 12:00 p.m.	PRESIDENTIAL PANEL <i>The Congressional Room</i> Dr. Cynthia Jackson-Hammond, Central State University Dr. Doreen Larson, Edison State Community College (Moderator) Dr. Denise McCorry, Cuyahoga Community College Dr. Cheryl B. Schrader, Wright State University Dr. Betty Young, Hocking College
12:00 - 1:00 p.m.	LUNCH & ACE WNO AWARDS <i>The Congressional Room</i>
1:00 - 1:20 p.m.	SPEED NETWORKING <i>The Congressional Room</i>
1:20 - 1:30 p.m.	BREAK
1:30 - 2:20 p.m.	CONCURRENT SESSIONS II Women of Color in the Workplace: The Glass Ceiling vs. The Concrete Ceiling <i>The Congressional Room</i> Leading Inclusive Spaces: The Impact of Managing Microaggressions in the Workplace <i>The President's Room</i> Strong Women Use Strong Words <i>The Augusta Room</i> Spreading the ACE WNO Message on Your Campus <i>The Pinehurst Room</i>

2:20 - 2:30 p.m.

BREAK

2:30 - 3:35 p.m.

NEXT LEVEL OF EXCELLENCE SESSION: NEGOTIATION STRATEGIES FOR WOMEN

The Congressional Room

Dr. Christina Cutlip & Christina Proscia, TIAA

Dr. Jessica Chambers, Edison State Community College

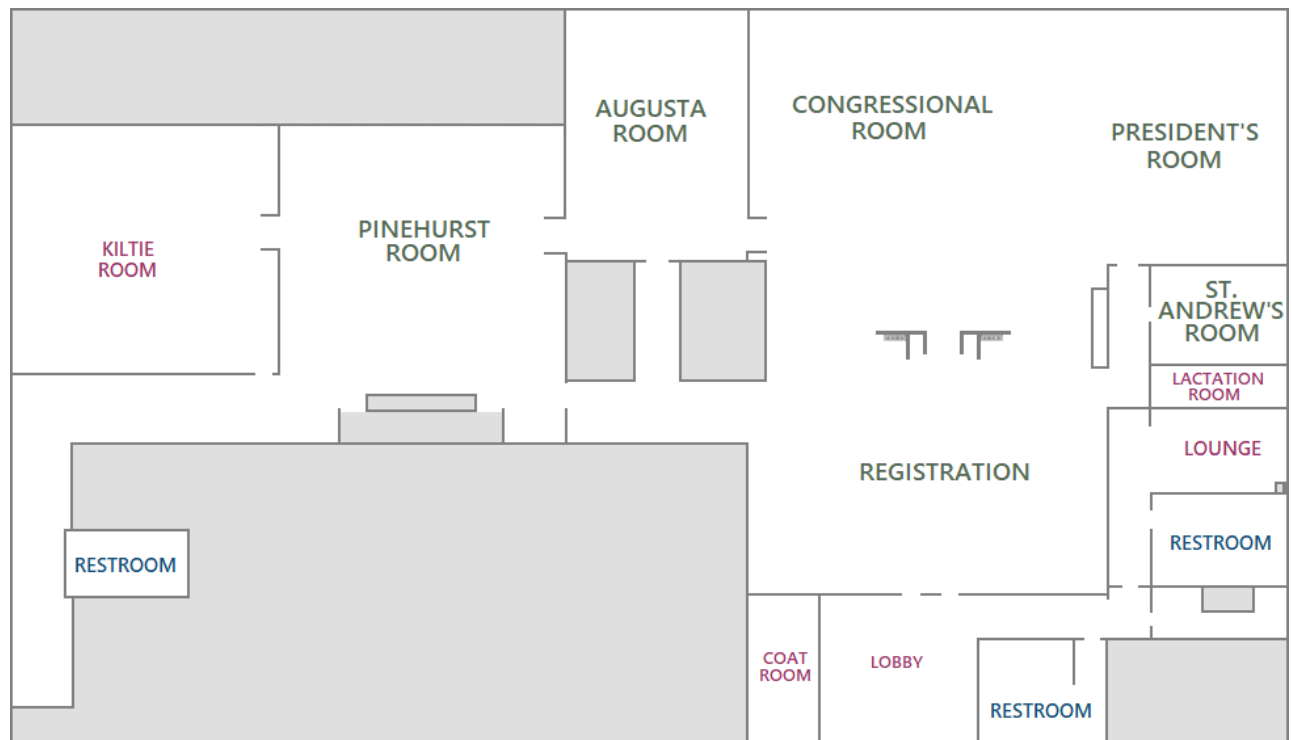
3:40 - 4:00 p.m.

DOOR PRIZES AND CLOSING REMARKS

The Congressional Room

Carol Tonge Mack and Dr. Shanda Gore

COUNTRY CLUB MAP



CONFERENCE MAP

CONCURRENT SESSIONS

CONCURRENT SESSIONS I

10:00 - 10:50 a.m.

So Now You're a Fundraiser

Catherine Allgood and Tori Marshall, Ohio University
The Pinehurst Room

As many faculty and administrators ascend to more executive-level roles in their higher education careers, development and fundraising become even more important parts of their day-to-day responsibilities. This session will provide an overview of higher education development for those with new fundraising responsibilities or those who are looking for new ways to engage with advancement colleagues at their institutions. It will include fundraising trends and tips, as well as insights from development officers and administrative and academic leaders at OHIO who take an active role in fundraising for their college or unit - and have seen great success along the way.

The Unique You: The Art of Personal Branding for Women

Dr. Delia Pfister, Cuyahoga Community College
The President's Room

When we think of the word "branding" we usually think about this concept in relationship to organizational products and services. However, have you ever thought about branding in relationship to your future livelihood? This session will demonstrate how personal branding is vital to catapulting the success of EVERY woman's career! In this session you will learn the personal branding basics, discover your competitive advantage, build your brand narrative through personal assessment, and learn about distinctive challenges that personal branding has for female professionals. If you are looking to accelerate the trajectory of your career, now is the time to explore your personal brand!

Empathetic Leadership: Making Space for Other Voices

Dr. Brandy Bagar-Fraley, Franklin University
The Augusta Room

Traditionally, empathetic leadership is characterized by active listening, sensitivity to and acknowledgement of others, and an ethos of respectful care. However, praise for this leadership style rarely acknowledges the obstacles faced by women who exhibit it: interruptions, derailing, boundary violations, and diminished organizational presence. A more feminist consideration of empathetic leadership acknowledges the necessity of it—especially in multicultural contexts and to empower marginalized voices—but resists deploying empathy within a patriarchal context and rather chooses to approach care as strength: empathy not only as the empowerment of others, but also as the empowerment of self. This presentation will address the ways in which organizations and individuals can permit this more considered approach to empathetic leadership to flourish: by re-interpreting active listening to accommodate those who speak less or not at all, by modeling and encouraging respectful boundary-setting, and by celebrating empathetic characteristics as markers of organizational presence and authority.

CONCURRENT SESSIONS II

1:30 - 2:20 p.m.

Women of Color in the Workplace: The Glass Ceiling vs. The Concrete Ceiling

Alicia Robinson and Cassie Pegg-Kirby, Kent State University

The Congressional Room

The Glass Ceiling is an intangible barrier within a hierarchy that prevents women from obtaining equitable opportunities as their male counterparts. This workshop explores the concept of the “concrete ceiling” which women of color must navigate. The concrete ceiling is harder to break through and you can’t see through to the other side which could stifle motivation. This interactive workshop will equip participants with the tools they need to assess their own areas of immunity/privilege, navigate microaggressions, become good allies and shift the culture around them.

Leading Inclusive Spaces: The Impact of Managing Microaggressions in the Workplace

Catherine Russell, Ohio University

The President's Room

Global workforce study data and countless headlines show us that microaggressions in the workplace have a major negative impact on the recruitment, engagement, and retention of employees – particularly, women and individuals with (often intersecting) marginalized identities. This interactive workshop will provide participants with an introduction to foundational information regarding microaggressions, identity, intersectionality, privilege, and allyship, followed by an opportunity to learn a number of active bystander intervention strategies that can be applied in the workplace and used in everyday experiences. Through relevant role playing, participants will be empowered to utilize and hone their own approach to these techniques in a supportive, learning environment.

Strong Women Use Strong Words

Amy Koshoffer, University of Cincinnati

The Augusta Room

Communication is an indispensable tool used to convey our ideas and engage our colleagues. Women tend to soften language to avoid negative perceptions or unintentionally use words that detract from the message or introduce unwanted bias into the message. Effective communication can alleviate challenging situations, build strong relationships, and determine how people perceive us as leaders. This workshop will focus on the language we use in our workplace communications and what language choices undercut a position of strength or communicate with more authority. Workshop participants will examine several specific examples of workplace communication such as emails, reference letters, and meeting language, and evaluate how the language choices strengthens or weakens the communication’s effectiveness.

Spreading the ACE WNO Message on Your Campus

Sara Drodty, Franciscan University of Steubenville

Dr. Rita Kumar, University of Cincinnati

Dr. Ladorian Latin, Franklin University

The Pinehurst Room

The mission of the American Council on Education Women’s Network of Ohio (ACE WNO) doesn’t stop with this week’s annual conference. Advancing the impact of women administrators and educators is a priority throughout academia. In this session, you will hear from ACE WNO Institutional Representatives (IRs) regarding initiatives they designed to spread this message on their campuses, in a manner consistent with the culture and goals of their institution. ACE WNO IRs rely on volunteers such as you to recommend and support these initiatives, which also provides you and your peers with networking, visibility, and professional development opportunities.

PRESIDENTIAL PANEL



Dr. Cynthia Jackson-Hammond
Central State University

Dr. Cynthia Jackson-Hammond is the eighth and first female president in the 132-year history of Central State University (CSU). Under her administration there have been many accomplishments. To highlight a few: Federal designation as an 1890 Land-Grant University; Ten-year re-affirmation of accreditation by the Higher Learning Commission of the North Central Association of Colleges and Schools; the School of Agriculture along with 3-new academic degree programs; a \$33 million, 85,000 sq.ft. University Student Center; Fall 2019, a new 250-bed apartment style Residence Hall and Wellness Center; Recognition by HBCU Digest, as the 2017 HBCU of the Year, and College of Business's Banking Institute as the 2018

Academic Program of the Year. Today, the University is recognized as the most affordable 4-year institution in Ohio and one of the most affordable nationally (Best Value Schools), all a direct reflection of her outstanding leadership.

A tenured professor with more than 30 years of experience in higher education, President Jackson-Hammond serves on local and national associations and is also the recipient of several awards: Dayton Business Journal POWER 50 honoree for 2015, 2016, 2017 and 2019 was recognized as one of the most influential women in the region; 2016 Girl Scouts of Western Ohio Women of Distinction for Leadership; BIZWOMAN's 2016 Top 100 Women to Watch in the nation and the 2016 HBCU Digest Female President of the Year. As a result, the state House of Representatives and Senate presented President Jackson-Hammond with special commendations in recognition of her achievements and the contributions of Central State University to the state of Ohio.



Dr. Doreen Larson
Edison State Community College

Dr. Doreen Larson is the fifth President of Edison State Community College 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.

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.



Dr. Betty Young
Hocking College

Dr. Betty Young serves as President of Hocking College in Southeastern Ohio. She has previously served as President of Northwest State Community College in Archibold, Ohio; A-B Tech in Asheville, North Carolina; and Houston Community College Coleman College for Health Sciences, in Texas before returning to her roots in Southeastern Ohio.

Dr. Betty Young is a success story of Ohio's Higher Education System. Starting college as a 28-year-old single parent, she credits the 2-year college as the open door to a bridge out of poverty. She has dedicated her life to assuring others have the same and more opportunity for economic prosperity regardless of when or where they begin. She earned an Associate's Degree in Math & Science, beginning her studies at Washington State Community

College in her hometown of Marietta, Ohio and gained the confidence she could do college work. She continued on to earn a Bachelor's, Master's and Ph.D. from Ohio University and J.D. and LL.M. in Business Law from Capital University College of Law. She is licensed to practice law in Ohio and West Virginia.

She has served on multiple national and state boards and organizations promoting education and economic development. She is a serial entrepreneur, teaches entrepreneurship and promotes small business development through her roles as a community leader, attorney and college president. She has worked on international educational and business development exchange programs in Jamaica, Bahamas, China, Qatar, Mexico, Austria and India. She is a successful resource development leader and proud mother and grandmother.



Dr. Denise McCorry

Cuyahoga Community College (Tri-C), Metropolitan Campus

Dr. Denise McCorry is the interim president of the Metropolitan Campus of Cuyahoga Community College (Tri-C). Dr. McCorry has worked at Tri-C for over 18 years in a variety of roles, including Dean of Academic Affairs, Dean of Students, Student Success Coordinator, and Director of the NASA Science, Engineering, Mathematics and Aerospace Academy.

A born and raised Cleveland, Dr. McCorry completed her undergraduate and graduate work at Ohio University and Cleveland State University, respectively. She is currently working on a Master's in English

Teaching from Bowling Green State University. Dr. McCorry completed her doctorate at Walden University, where she researched the persistence of African American students in developmental math and English courses. Dr. McCorry is married and the mother of three children.



Dr. Cheryl B. Schrader

Wright State University

Cheryl B. Schrader, Ph.D., is the seventh president of Wright State University and the first woman to lead the university in its 50-year history. Prior to joining Wright State, Dr. Schrader served as the chancellor of Missouri University of Science and Technology. She previously served as associate vice president for strategic research initiatives at Boise State University and dean of the College of Engineering, and also held numerous leadership positions at The University of Texas at San Antonio.

An accomplished electrical engineer, Dr. Schrader has received several best paper awards; written more than 100 publications in the areas of systems and control, robotics, and intelligent systems, with biomedical, networking, and aircraft applications; and delivered more than 100 presentations and keynote addresses. Her grant and contract funding exceeds \$11 million. Passionate about increasing interest in science, technology, engineering, and math, President Schrader's current research interests focus on creating and assessing innovative learning methods that help students of all ages succeed in STEM areas.

PRESENTERS



Catherine Allgood, *Ohio University*

Catherine Allgood currently serves as Director of Gift Planning at Ohio University. Since joining the Development team in 2008, she has served in numerous roles including Assistant Director of Annual Giving, Director of Development for Student Affairs, and Director of Development for Central Programs. Catherine holds two degrees from Ohio University. She earned her Bachelor's degree in Psychology in 2006 and her Master's in Organizational Communication in 2014.



Dr. Brandy Bagar-Fraley, *Franklin University*

Dr. Brandy Bagar-Fraley is the Faculty Development Coordinator at Franklin University in Columbus, Ohio, where she teaches both doctoral writing and Faculty Development courses. Dr. Bager-Fraley has worked in higher education for over a decade. Prior to Franklin University, she was an English instructor at Ohio University Lancaster and at Ohio University Athens. Dr. Bagar-Fraley earned her Ph.D. in English from Ohio University in 2010.



Dr. Jessica Chambers, *Edison State Community College*

Dr. Jessica Chambers is the Dean of Student Affairs at Edison State Community College (ESCC). Prior to joining ESCC in August, 2018, she worked as the Associate Vice President of Enrollment Management at the College of Southern Maryland, the Dean of Student Affairs at Hagerstown Community College in Maryland, the Director of Admissions at County College of Morris in New Jersey, and Associate Director of Admissions at Barry University in Florida. She earned a Bachelor's degree in Communication from Wright State University, a Master's in Human Resource Development from Barry University and a Doctorate of Education in Higher Education Administration from Seton Hall University.



Sara Drodgy, *Franciscan University of Steubenville*

Sara Drodgy, SHRM-CP, PHR, is an American Council on Education Women's Network-Ohio (ACE WNO) Institutional Representative. She also serves as the co-chair of the Professional Development Task Force at Franciscan University of Steubenville. Sara earned a Bachelor of Science degree from the University of Maryland and a Bachelor of Arts degree from the University of Pittsburgh.



Dr. Christina Cutlip, *TIAA*

Dr. Christina Cutlip is a Senior Managing Director for the Institutional Financial Services division of TIAA. She is the head of the Client Engagement & National Advocacy team, which is responsible for expanding relationships with industry and government associations, while also focusing on client engagement. In 2011, Christina was recognized as TIAA's Working Mother of the Year by Working Mother magazine and received an Outstanding Volunteer Award in 2016 from The Council of Independent Colleges. Christina earned a B.A. from Grinnell College, an MBA from Regis University and a Ph.D. in Organizational Leadership from Northcentral University.



Dr. Verna Fitzsimmons, *HERS*

Dr. Verna Fitzsimmons became the president of HERS in June, 2018. She previously served as CEO of Kansas State University Polytechnic Campus and dean of the College of Technology & Aviation, where she led efforts to secure corporate and local partnerships and was instrumental in creating the Kansas State University Bulk Solids Innovation Center. Preceding her tenure at K-State Polytechnic, her career focused on driving business change and manufacturing process improvement through nearly 30 years as a senior faculty member, applied researcher, and successful consultant. Most notably she served as department chair, assistant dean and interim dean at Kent State University, program lead at Wright State University Lake Campus, president of Horizon Solutions, an engineering consulting group, and president of her own consulting firm. She earned her Ph.D. in Industrial Engineering from the University of Cincinnati.



Amy Koshoffer, *University of Cincinnati*

Amy Koshoffer is the Assistant Director at Research and Data Services at UC Libraries, where she coordinates the strategic direction of the Research Labs @ GMP and the UC Libraries Research and Data Services Team. She is involved in developing research data services especially data management services and develops educational opportunities based on the UC research community's needs. She served as a member of the UC Libraries institutional repository early adopter working group which worked to connect the UC research community and the Institutional Repository Scholar@UC. She also serves on various teams to implement tools and programs in support of the research process.



Dr. Rita Kumar, *University of Cincinnati*

Dr. Rita Kumar, Professor of English, is the Executive Director of the Faculty Enrichment Center at the University of Cincinnati where she provides the conceptual and organizational leadership for the Center. She is the 2013-14 recipient of the UC Blue Ash Innovative Teaching Award for her inventive use of Problem-based learning in the classroom. She serves as UC's Institutional Representative for the ACE Women's Network-Ohio and is the recent organization co-recipient of the 2019 Dr. Marian Spencer Equity Ambassador Award. She is currently co-editing a book on designing student-centered classrooms for equity and inclusion across disciplines.



Dr. Ladorian Latin, *Franklin University*

Dr. Ladorian Latin is the Chair of the Mathematics program and the Director of Academic Support at Franklin University. She has over 10 years of experience in higher education. As Mathematics program chair, she supervises a group of twenty Mathematics instructors, is responsible for the entire mathematics curriculum and executes the overall strategic vision of the program. Dr. Latin has used her mathematical and statistical expertise to design both undergraduate and graduate level courses for a number of universities. Dr. Latin earned a B.S. in Mathematics at Northwestern State University and an M.S. and Ph.D. in Mathematics from Louisiana State University.



Tori Marshall, *Ohio University*

Tori Marshall started her career in philanthropy as a student in college, working at Ohio State Call Center. Tori has over 10 years of experience securing philanthropic support at leadership annual giving, major giving, and planned giving levels. She now works on the National Fundraising Team for Ohio University, with a focus on the New England territory and Central/Southeastern Ohio. Tori believes authentic relationships and engagement are key.



Cassandra Pegg-Kirby, *Kent State University*

Cassandra Pegg-Kirby serves as the Director of the Women's Center at Kent State University. In this role she utilizes a social justice framework to lead the development and delivery of programming, services and advocacy around issues that impact women. The core of her work is building community through collaboration, outreach and action. Cassie earned a Master's Degree in Higher Education and Student Personnel from Kent State University and a Bachelor's degree in Women's Studies from Allegheny College.



Dr. Delia Pfister, *Cuyahoga Community College*

Dr. Delia Pfister has served at Cuyahoga Community College for 8 years, currently as the Associate Vice President of Academic Professional Development, Online Learning, & Transfer. Dr. Pfister has been nominated to serve on the 2019 OACC Leadership Academy, was the 2017 National Council on Student Development Dissertation of the Year Award winner, and received Ursuline College's "Teacher of the Year" Award. Dr. Pfister earned a Bachelor's degree in Organizational Communication, a Master's degree in Interpersonal Communication, and a Ph.D. in Higher Education Administration from Kent State University.

PRESENTERS



Christina Proscia, TIAA

Christina Proscia is a Senior Managing Director and General Manager for the Institutional Solutions and Relationships division of TIAA. She brings over 29 years of leadership in the financial services industry, most recently as the Senior Managing Director for the Key Markets regions of Institutional Solutions and Relationships. She previously served as Regional Vice President for the employer retirement markets at Lincoln Financial Group and also held positions at both UNUM and Provident and Monarch Resources. Christina earned a bachelor's degree from New York University and her MBA from Pace University. Christina also served as a leadership council member at the Athena Center for Leadership Studies and is currently serving as a member of the finance committee for the Boothbay Region Land Trust.



Alicia Robinson, Kent State University

Alicia Robinson serves as the Assistant Director of the Women's Center at Kent State University. In this role she is responsible for developing strategies and identifying resources for programs, services and advocacy to secure equity of experience and resources for women-identifying faculty, staff and students. She also coordinates and plans the centers' planned programming, events, and services for students and employees throughout the University. Alicia holds a Master's Degree in Human Development and Family Studies and a Bachelor's Degree in Fashion Merchandising from Kent State University.



Cat Russell, Ohio University

Cat Russell is the HR Liaison for Strategic Programming and Initiatives with Ohio University Human Resources. In her role, she provides HR-related counsel to the university; creates and facilitates training programs; and engages in collaborative planning, development, and implementation of various strategic initiatives. Catherine's primary focus is on creating and implementing policies, procedures, programming, and resources that assist in the university's goal of becoming a national leader in diversity and inclusion, particularly those that overlap with recruitment, engagement, and retention of faculty and staff. Cat is a proud graduate of Ohio University and has both public and private sector experience.



Dr. Jan Thomas, Kenyon College

Dr. Jan Thomas is currently Senior Advisor for Community Engagement and Director of the Office for Community Partnerships at Kenyon College. She began her career at Kenyon as a Professor of Sociology and then spent six years as Associate Provost. In her role as associate provost, Jan was responsible for faculty development programming. Along with colleagues from DePauw University and Grinnell College, she recently published a study in the Journal of Higher Education that looks at post-tenure pathways for faculty and how they can continue to thrive. Three years ago she partnered with Kenyon's Vice President for Student Affairs to begin a women's leadership discussion group which continues to meet.

Empowered Women, Empower Women

Empowered Women, Empower Women

Empowered Women, Empower Women

NORTHWEST

INSTITUTION	REPRESENTATIVE	TITLE	EMAIL	PHONE
Bowling Green State University	Dr. Maureen Wilson	Chair, Higher Education & Student Affairs/CSP Program Coordinator	mewilso@bgsu.edu	(419) 372-7321
Defiance College	Lois McCullough	VP, Business & Management	lmccullough@defiance.edu	(419) 783-2317
Heidelberg College	Dr. Ellen Nagy	Executive Director of Student Academic & Career Success	enagy@heidelberg.edu	(419) 448-2063
Mercy College of Ohio	Dr. Lisa Sancrant	Director, Student Success Center	lisa.sancrant@mercycollege.edu	(419) 251-1487
Ohio Northern University	Dr. LaShonda Gurley	Director, Multicultural Development	l-gurley@onu.edu	(419) 772-3145
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