



## 2017 Nebraska Women in Higher Education Leadership Annual Conference

Friday, September 22, 2017; 8:00 AM – 3:00 PM  
Union College, Lincoln, NE (3800 S. 48 St., Lincoln, NE 68506)

*“Transforming Challenges into Meaningful Opportunities”*

**TRACK 1:** “Hot” Topics, (This conference track is intended to engage participants in discussion and presentations about difficult topics that can affect classroom environment, work environment, professional development and other issues facing higher education)

**TRACK 2:** “Moving the Needle”, (This conference track is intended to engage participants in discussion and presentations about women's advancement in the workplace, mentoring, job shadowing, negotiation techniques.)

**TRACK 3:** “Teaching Ourselves and Learning from Others”, (This conference track is intended to engage participants in discussion and presentations about interpersonal communication, having difficult conversations with students, dealing with difficult people)

### CONFERENCE PROGRAM – [Register Here](#)

- 8:00-8:30 Registration and Continental Breakfast
- 8:30-9:00 Welcome from NWHEL President and Union College President. Informal Networking
- 9:15-10:15 Session I
- 10:30-11:30 Session II
- 11:30-1:15 Featured Luncheon Keynote Speaker
- 1:30-2:30 Session III
- 2:30-3:00 Closing

## SESSION I (9:15-10:15)

### A. *#SAfat: Taking Up Space in Higher Education (Track 1)*

Classrooms. Dining halls. Wellness centers. People of size in higher education experience challenges in these spaces every day. This reflection and discussion based session will explore experiences of people of size in higher education, sizeism in student affairs, and opportunities for meaningful advocacy for folks of size on our campuses.

Objectives: As a result of attending #SAfat: Taking Up Space in Higher Education:

- Participants will be able to describe current research on the experiences of people of size in higher education with a focus on the intersections of gender, race, and size.
- Participants will be able to identify examples of sizeism in student affairs.
- Participants will be able to discuss ways to engage in self-advocacy and accompliceship to make their campuses more inclusive for people of size.

Target Audience: Staff, Administration, and Graduate Students.

Presenter:

- December Lange Treacy, Admissions Advisor, College of Saint Mary

### B. *Utilizing Feminine Leadership Styles to Maximize Faculty Onboarding Experiences and Model Universal Design for Learning (Track 1)*

Welcoming faculty to an institution and introducing them to the variety of resources available requires a multi-dimensional, coordinated approach. A UNO team discusses the virtual program they've developed for full- and part-time faculty, relying on key feminine leadership tenets of meaning, framing, connecting, engaging, and energizing (Barsh & Cranston, 2011).

Objectives: As a result of attending, participants will:

- Critically deconstruct best practices and future opportunities for faculty onboarding at their own campus
- Learn best practices of Universal Design for Learning (UDL) and how the UNO program models these in its virtual program
- Gain knowledge of five key tenets of feminine leadership outlined by the Centered Research Project: meaning, framing, connecting, engaging and energizing (Barsh & Cranston, 2011)
- Consider virtual options for book-ending a traditional face-to-face orientation program for faculty - providing earlier access to campus-centric processes and services and also just-in-time resources to which faculty can refer after the semester begins

Target Audience: Administration, Staff.

Presenters:

- Jaci Lindburg, PhD - Director for Digital Learning, University of Nebraska at Omaha
- Anne Heimann - Director of the Accessibility Services Center, University of Nebraska at Omaha
- Karen Hein, PhD - Director of the Center for Faculty Excellence, University of Nebraska at Omaha
- Suzanne Withem - Coordinator of Digital Learning, University of Nebraska at Omaha

***C. UNO's WiSTEM Pro2: The creation of a cross-campus initiative to support, promote, & develop women faculty and staff (Track 2)***

UNO's WiSTEM Pro2 organization is dedicated to the professional development and promotion of women in STEM (science, technology, engineering, and mathematics). The panel discussion will focus on the development of this faculty/staff-led organization including topics such as creating an infrastructure and network of partnerships, early accomplishments, and obstacles to avoid.

Objectives:

- This presentation will focus on one grassroots model at the University of Nebraska at Omaha. General audiences may benefit from this model and be able to take these lessons learned to their home institution for implementation.

Target audience: Faculty, Staff and Administration.

Presenters:

- Kelly Gomez Johnson, Ed.D., Assistant Professor, Department of Teacher Education, University of Nebraska at Omaha
- Jenna Yentes, Ph.D., Assistant Professor, Department of Biomechanics, University of Nebraska at Omaha
- Sandy Vlasnik, M.S., Lecturer, Department of Information Systems and Quantitative Analysis, University of Nebraska at Omaha

**D. Association of Professional Women and Their Stories (Track 2)**

The American Association of University Women (1881) and the ACE Women's Network (1977) are landmarks in associations of professional women. Nebraska has a special role in that history reflected in the work of Kelly Sartorius. Nebraska's leadership and interviews with Nebraska women with long histories in the associations are presented.

Objective:

- To provide a reminder of Nebraska's contributions to the professional associations and to emphasize NWHEL's place in the history. To focus on the stories of women leaders and to encourage others to contribute to the recording of the stories of women

Target Audience: Faculty, Students and Administration.

Presenter: Dr. Marilyn L. Grady, Professor, University of Nebraska-Lincoln.

### **E. Wrestling the Superwoman Complex (Track 3)**

Superwoman. We all know her. We all want to be her. Yet, the daily struggle of managing multiple personal and professional roles is overwhelming and exhausting. What does a successful woman really look like? How does a successful woman help support other woman by keeping it real?

Objectives:

- Identify the superwoman complex and the role it plays in self-esteem
- Distinguish fact from fiction when making personal and professional comparisons
- Curate more positive, supportive, and realistic social media input
- Evaluate and prioritize goals to strategically plan for personal and professional roles

Target Audience: Faculty, Staff and Administration.

Presenter:

- Dr. Jennifer Rose-Woodward, Assistant Director of Master of Arts in Teaching Program, Associate Professor of Education, College of Saint Mary.

### ***F. The Rules of Discourse: A Countdown to Respect in the Classroom and Beyond” (Track 3)***

We don't know how to listen—preferring snappy retorts over respectful understanding. From press room to classroom, conversation emerges from a winning is everything mindset. Rejecting this mindset is essential for learning and productive dialogue, which can begin with five powerful discourse rules that will transform both classroom and community.

Objectives: After engaging in this presentation participants will be able to:

- Identify and explain the five rules of discourse, the four kinds of conclusions, the learning triad, the thinking dyad, and the one guiding principle (AKA the countdown)
- Evaluate their own classroom interactions, identify elements that practice or violate the rules of discourse, and modify facilitation style to maximize respectful dialogue in a learning-rich environment
- Develop learning outcomes and/or student feedback tools that apply the countdown as relevant to course content (both as instructor tools and as student skills to master)

Target Audience: Faculty, Administrators, Graduate Students, Student Advisors

Presenter: Dr. BonnieJean Kurle, Metropolitan Community College.

## SESSION II (10:30-11:30)

### A. What is Your Social Justice and Inclusion IQ? (Track 1)

Higher education has limited capacity to address the needs of a diverse student population. Diversity initiatives are components of strategic plans however, inequities among various social groups persist. There is a need to address issues of social justice within higher education leadership, faculty and staff through proactive strategies and intentionality.

Objectives: This interactive presentation will explore a concept in which higher education can respond to, engage and celebrate social justice as an action verb among leadership, faculty and students. Participants will:

- Explore the definitions of social justice and inclusion, guiding principles and apply them to higher education settings, with a focus on colleges of education
- Practice a process for surfacing assumptions about social justice that leads to positive action
- Use tools to facilitate dialogue among college of education leadership, staff and faculty through the lens of social justice as an action verb

Target Audience: Faculty, Graduate Students, Administrative Professionals, and Staff.

Presenters:

- Janice M. Garnett, Ed.D, Educational Leadership Faculty, University of Nebraska at Omaha.
- Gerry W. Huber, PhD, Director of Academic Advising, Certification Officer

Adjunct Lecturer, EDL, University of Nebraska at Omaha

### ***B. Promoting Equity – Best Practices to Support the Global Student Learner (Track 1)***

With the diversity of today's classrooms, educators are challenged to design courses that engage students' prior knowledge while fostering an environment that is inclusive and equitable. Panel discussion will describe practices for equitable programs, where all students are recognized as unique individuals and provided the resources they need to learn.

Objectives: This roundtable will:

- Examine strategies that can be used to help narrow the achievement gap and build equitable classrooms.

Target Audiences: Faculty, Graduate Students, Staff, and Administration

Presenters:

- Kimberley Begley, PharmD, RPh, Associate Professor of Pharmacy Practice  
Creighton University School of Pharmacy and Health Professions
- Karen O'Brien, PharmD, RPh, Associate Professor of Pharmacy Practice  
Creighton University School of Pharmacy and Health Professions

- Jill M. Fox, PhD. Director, Intensive English Language Institute (IELI), Global Engagement Office, Creighton University
- Susie Sullivan-Tuncan, MATESL, Instructor Intensive English Language Institute (IELI), Global Engagement Office, Creighton University
- Katie Wadas-Thalken, M.Ed, Associate Director for Academic Success and Student Affairs, School of Pharmacy and Health Professions, Creighton University

### ***C. Two Steps Forward, One Step Back: Stories of Transition within Higher Education. (Track 2)***

This session will provide participants with strategies and suggestions for navigating career moves—transitioning to teaching in higher education and transitioning from faculty member to administration. Recognizing the importance of mentorships, the presenters will share how mentors provided crucial support during new “apprenticeship stages” within their careers.

“Mentors and apprentices are partners in an ancient human dance, and one of teaching's great rewards is the daily chance it gives us to get back on the dance floor. It is the dance of the spiraling generations . . . reweaving the fabric of the human community as they touch and turn.” (Palmer, 1998, *The Courage to Teach: Exploring the Inner Landscape of a Teacher's Life*)

This presentation will take the form of a two-strand narrative with each author weaving her perception of the polarizing socioeconomic and political factors associated with women in higher education, and the uphill climb involved in restructuring one’s career.

Objectives: Participants will gain strategies for:

- Transitioning to a second career in higher education
- Transitioning to administrative roles within higher education
- Balancing teaching, research, and service during transition years
- The importance of mentorship and forming new collegial relationships
- Balancing personal life and professional careers

Target Audience: Faculty, graduate students, administration

Presenters:

- Melissa Berke, Assistant Dean for Academic Affairs College of Communication, Fine Arts, and Media, University of Nebraska at Omaha
- Shelly Cooper, Assistant Professor, Music Education, School of Music, University of Nebraska at Omaha

### ***D. Creating Gender and Leadership Curriculum (Track 2)***

The UNO Women’s & Gender Studies program recently created an undergraduate online certificate in Gender & Leadership. Presentation will include: discerning a need, setting up a working group, gathering data, collaborating with colleagues, writing and revising the proposal, and marketing the new online offering via a range of delivery methods.

Objectives:

- This session would assist those wanting to develop curriculum and credential where gender and leadership are the key components

Target Audience: Faculty and Administration

Presenter:

- Peggy Jones, Associate Professor of Black Studies & Associate Director of Women's & Gender Studies, University of Nebraska at Omaha

### ***E. Dissertations Gone BAD; and Dissertations Getting GOOD. (Track 3)***

Only 57% of doctoral candidates graduate, as the dissertation process can be complicated and stressful. This session focuses on "dissertations gone bad" by examining examples in case law. "Dissertations getting good" shares strategies implemented by Educational Leadership at the University of Nebraska Omaha, where chairs guide 90% to timely graduation.

Objectives:

- The presentation will provide helpful guidance for those advising doctoral candidates to successful completion of dissertations, and aid university advisors in avoiding any pitfalls which might lead to litigation

Target Audience: Graduate faculty involved in dissertations and administration

Presenters:

- Kay A. Keiser, Associate Professor and Chair Educational Leadership University of Nebraska Omaha
- Jeanne L. Surface, Associate Professor and School Law instructor Educational Leadership, University of Nebraska Omaha

### ***F. Focusing on the Outcomes While Delivering Quality Education; For-Profit to No-Profit Journey (Track 3)***

One key take away from working in for-profit is balancing the delivery of outcomes and quality in higher education. A requirement governed by policies and procedures in for-profit higher education that required documentation of outcomes for accreditation, provided the opportunity through trial and error tools and resources to be successful.

Objectives:

- Reasons why the focus on outcomes is at the fore front of education
- Ability to identify benefits and success connected to the focus on outcomes
- Areas of Improvement with outcome focused higher education
- Ways to embrace focus outcomes and balance delivering quality education

Target Audience: Faculty, Administration and Staff

Presenter:

- Alisa Parmer, Director of Career Services, Kaplan University

## **Featured Luncheon Keynote Speaker (11:30-1:15)**

Evie Morrison Myers currently serves as Special Advisor to the President for International Initiatives at Prairie View A&M University. Myers earned her BS from Iowa State University and her JD at the University of Iowa, College of Law.

As the Senior International Officer at Prairie View A&M University, Myers coordinates the university-wide internationalization strategy. She is the recipient of the Japan 2013 Fulbright International Education Administrators Program award.

Currently, Myers serves NAFSA as the co-chair for the MIG BMcPie, Region III Diversity & MSI Liaison and as a Mentor for the Diversity Impact Program. Myers also serves on the Diversity Abroad Advisory Board and the ACE Women's Network Executive Council.

## **Session III (1:30-2:30 PM)**

### ***A. Cultivating Civil Communication in the Classroom (Track 1)***

From students who text on their cell phones during lectures to open expressions of racism and homophobia, incivility in classroom communication has become a concern of many in higher education. The concern is heightened by today's charged political climate. Panelists will share some of their classroom experiences and discuss strategies for restoring civility to classroom communication.

Objectives:

- Identify characteristics of civil classroom communication
- Assess current classroom communication climate
- Synthesize strategies to create more inclusive and civil communication climates

Target Audience: Faculty, graduate students

Presenters:

- Prof. Michelle Bahr Associate Professor of Communication Studies, Bellevue University
- Dr. Kate Joeckel, Professor of Communication Studies, Bellevue University



- Dr. Brenda Mechels, Associate Professor of Sport Management and Health & Human Performance, Bellevue University
- Dr. Kimberley Meisinger, Associate Professor of Nursing, Health Science, and Public Health Education, Bellevue University

### ***B. Building an Inclusive Workplace (Track 1)***

We are challenged to do more with less. In today's changing environment, it can be difficult to set priorities, lead change and be heard. While creating an inclusive workplace may not happen overnight, we can impact our campuses by making the change we wish to see in the world starting today. This presentation will discuss what an inclusive work environment is and what each of us can do to get started.

Objectives:

- Realize that each person has biases.
- Understand what an inclusive workplace is
- See the value in building diverse and inclusive teams

Target Audiences: Administration and Staff

Presenter:

- Marcia L. Dority Baker, Assistant Director, Academic Technologies Office of Information Technology Services, University of Nebraska-Lincoln

### ***C. Voices of Women (Track 2)***

Biographies of women are limited. This session is part of an initiative to develop a series of biographies of women whose lives, accomplishments and leadership have been overlooked. Biographies of Ana Betancourt and Virginia Roth are featured as well as the collection of biographies that have been published.

The session includes original biographies of women leaders. Information about the initiative will be presented to attendees who may be interested in contributing to the project.

Target Audience: Faculty, Students, Administrators, and Staff

Presenters:

- Marilyn L. Grady, Ph.D., Professor, University of Nebraska-Lincoln
- Annette Vargas, Assistant Professor, Theatre, Hastings College
- Barbara Wolf Shousha, Director of Independent High School for Extended Education and Outreach, University of Nebraska-Lincoln

### ***D. Saying Yes: Identifying, Creating and Embracing Opportunity (Track 2)***

A key element of success in any endeavor is embracing opportunities to grow. Women may face many challenges in this, including identifying opportunities, balancing other responsibilities and overcoming self-doubt. We will discuss strategies for empowering women to utilize their strengths and resources to strategically advance and control their careers.

Objectives:

- Discuss potential benefits and barriers to identifying and taking advantage of personal and professional opportunities for women.
- Identify strategies for “saying yes” in ways that allow you to grow professionally and personally without losing control of your own narrative.
- Devise approaches for turning a “no” into a different kind of “yes” that can still serve your goals.

Target Audience:

- Linda Love ED, Assistant Director of Faculty Development, University of Nebraska Medical Center
- Kari Simonsen MD, Associate Professor, Pediatrics, University of Nebraska Medical Center
- Jessica Snowden MD, Associate Professor, Pediatrics, University of Nebraska Medical Center

### ***E. Conversation as Action: Building Intentional and Authentic Relationships Across Difference (Track 2)***

Connecting with people who are different is a key skill for leaders negotiating challenging interpersonal and diverse environments. In this interactive workshop, participants practice concrete strategies for building Civity – a culture of respect and empathy across socially constructed lines of difference - through intentional authenticity, and story-telling and story-listening.

Objectives:

- Participants will be introduced to Civity, leadership that is grounded in the deliberate creation of relationships with people who are different
- Participants will experience three ways to build relationships through conversation:
  - Intentional authenticity
  - Story-telling and story-listening
  - Naming and connecting through difference
  - Participants will be introduced to “micro-inclusions” – small interactions of everyday dignity that communicate messages of belonging

Target Audience: All

Presenter:

- Palma Joy Strand, Professor of Law Negotiation and Conflict Resolution Program  
Department of Interdisciplinary Studies, Graduate School, Creighton University

***F. Beyond the Buzzwords: Crafting a Meaningful Personal Leadership Philosophy***  
**(Track 3)**

This session will invite participants to consider their leadership styles, attitudes, and beliefs as they formulate a written leadership philosophy that can be used for professional growth, branding, and online professional profiles

Objectives: Participants will know or be able to:

- Identify their own leadership style
- Articulate leadership events that have influenced their own beliefs
- Write a personal leadership philosophy statement representative of their experiences, attitudes and values

Target Audience: Faculty, Graduate students, Administration, Staff.

Presenters:

- Vicki Bautista Resident Assistant Professor, Department of Interdisciplinary Studies, Doctoral Leadership Student, Creighton University
- Gretchen Oltman, J.D., Ph.D. Assistant Professor of Interdisciplinary Studies, Program Director, Master of Science in Organizations Leadership Program, Creighton University

## **CLOSING (2:30-3:00 PM)**

Katty Petak, NWHEL President and AnnMarie Marlier, NWHEL President Elect

For questions related to the conference, please contact:

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*NWHEL is an affinity group of the ACE Women's Network, a project of the Inclusive Excellence Group of the American Council on Education. The mission of NWHEL is to advance women's careers and leadership in Nebraska higher education. NWHEL is committed to fostering diversity in higher education leadership with regard to race, gender, ethnicity, sexual orientation, gender identity and expression, and/or disability. NWHEL strives to improve the status of women working in Nebraska's colleges and universities.*