

*Together We Can*

*24th Annual Conference*

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

Ohio

**COLUMBUS STATE**

COMMUNITY COLLEGE

*November 4, 2022*



WOMEN'S NETWORK 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 and the American Council on Education.

## TABLE OF CONTENTS

<b>Co-Chair's Welcome .....</b>	<b>2</b>
<b>Institutional Host Welcome .....</b>	<b>3</b>
<b>ACE WNO 2022 - 2023 Executive Board .....</b>	<b>4</b>
<b>State-wide Professional Awards .....</b>	<b>4</b>
<b>Conference Schedule .....</b>	<b>5 - 6</b>
<b>Presidential Panel Bios .....</b>	<b>7 - 8</b>
<b>Keynote Speakers Bio .....</b>	<b>9</b>
<b>Concurrent Session Descriptions .....</b>	<b>10 - 13</b>
<b>Institutional Representatives .....</b>	<b>14</b>
<b>Conference Center Map .....</b>	<b>15</b>

ACE WNO would like to extend a special thank you to our host, Columbus State Community College

# TOGETHER WE CAN

## ACE Women's Network Ohio 2022 Conference

### WELCOME FROM THE ACE WNO STATE CO-CHAIRS

Welcome to our 24th annual American Council on Education Women's Network-Ohio (ACE WNO) conference! Embracing the ability to gather in-person for the first time in two years, this year's conference theme is Together We Can. It is our genuine hope that today provides an open, authentic, and judgment-free environment, full of learning, networking, empowering, and realizing that we can truly do anything together.

It is that sense of comradery that allows ACE WNO to remain a strong organization with support from a number of organizations and individuals. This year, our conference was made possible by the leadership of Columbus State Community College who graciously offered to serve as our host. We extend a special thank you to President David Harrison, Dr. Desiree Polk Bland, Dr. Tina Diggs, and the entire Columbus State family for their support of ACE WNO. We recognize the commitment and time provided by this year's ACE WNO Conference Presidential Panel Members: President Dione Somerville of Owens Community College; President Jane K. Fernandes of Antioch College; President Laura Bloomberg of Cleveland State University; President Lisa Williams of Cuyahoga Community College Western Campus; and President Monica Posey of Cincinnati State. We appreciate their dedication to our mission and to providing insightful commentary during today's session.

Additionally, we would like to thank our current presidential sponsors: Wright State University President, Dr. Susan Edwards, and Cuyahoga Community College Western Campus President, Dr. Lisa Williams. Our presidential sponsors offer advice, mentoring, and sponsorship to the ACE WNO State Co-Chairs as needed and promote the professional development and advancement of women in higher education.

While we celebrate our partnerships with executive leaders, we, too, celebrate the accomplishments of those rising in the ranks. Throughout the year, we distributed professional development awards and Campus Conversation Grants to women throughout the state. Congratulations to all of our award and scholarship recipients; each will be revealed and honored at the conference.

As we prepare to enjoy the conference with all of you, we encourage you to intentionally make time to meet new friends, network with colleagues, and form new partnerships. We are stronger together!

With kindness and in service,



**Dr. Loleta Collins**  
Assistant Professor  
Philosophy & Religion  
Edison State Community College



**Dr. Holly Craider**  
Executive Director, Curriculum Development  
and Learning Outcomes Assessment  
Cuyahoga Community College

# TOGETHER WE CAN

*ACE Women's Network Ohio 2022 Conference*

## WELCOME FROM DR. DAVID HARRISON



**Dr. David Harrison**

President

Columbus State Community College

On behalf of Columbus State, it is my honor to extend our warm welcome to the 24th Annual Statewide Conference of the American Council on Education Women's Network-Ohio (ACE WNO). As home to the most diverse student body of all Central Ohio higher education institutions, and as a leading community college nationally fostering and furthering a culture of diversity, equity and inclusion, we offer an environment of deep commitment, paired with willingness to improve and grow, in service to leadership opportunities for women here and across all higher education settings.

Our established and emerging woman leaders are an integral part of the Columbus State experience, lending knowledge and perspective to our College governance, academic excellence, student success, and community impact.

Women make up half of our leadership team, consistently have equitable representation on our Board of Trustees, lead academic areas among diverse disciplines, attain tenure as professors consistent with male peers, and lead integral operational functions. These leaders provide visible representation to women seeking professional growth of what is possible among all leadership roles within our institution.

While women motivate and lead within many of our organizational frameworks, a few stand-out, dedicated initiatives provide meaningful opportunities here at Columbus State, both for employee engagement and supporting the next generations of leadership. Our Women's Employee Resource Group provides proactive and leading-edge guidance in how the College operates in service to a welcoming and inclusive environment for female- and non-binary-identifying faculty, staff and students. Our Women's Connection program connecting students to faculty or staff mentors is a proven intervention toward completion success and career onboarding. And, we consistently focus in-demand career promotion toward underserved, minoritized populations, with explicit focus on pathways for women into male-dominated professions.

The topic at hand for this 2022 conference gathering is so very important to Columbus State. Like so many other colleges and universities, our female-identifying student enrollment numbers increasingly trend beyond 60 percent. We must all hold one another accountable in making higher education success outcomes not only accessible, but inevitable for these women, and our shared efforts to diversify and equitize leadership in our spaces will go a long way toward that end.

## ABOUT COLUMBUS STATE COMMUNITY COLLEGE

At Columbus State, we believe communities thrive when we all align behind a simple truth: Open access to high-quality, affordable education yields successful students who go on to land good jobs, build stable careers, lead fulfilling lives, and fuel strong businesses. That's why we put student success at the center of everything we do. And we know we can't do it alone. We're stronger in community.

# ACE WOMEN'S NETWORK - OHIO EXECUTIVE BOARD 2022-2023

**Dr. Courtney L. Clarke**  
*Cuyahoga Community College*

**Dr. Loleta B. Collins, State Co-Chair**  
*Edison State Community College*

**Dr. Holly Craider, State Co-Chair**  
*Cuyahoga Community College*

**Cindy B. Damschroder**  
*University of Cincinnati*

**Dr. Tina Diggs**  
*Columbus State Community College*

**Samantha Groh**  
*University of Cincinnati*

**Dr. Shantelle K. Jenkins**  
*Mount Vernon Nazarene University*

**Dr. Rita Kumar**  
*University of Cincinnati*

**Dr. Ladorian Latin**  
*Franklin University*

**Amanda Nolan**  
*Cuyahoga Community College*

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

**Dr. Desiree Polk-Bland**  
*Columbus State Community College*

**Dr. Nanette L. Smith**  
*Rhodes State College*

**Dr. Sarah C. Wallis**  
*Union Institute & University*

**Amanda Watkins**  
*Wright State University*

## ACE WNO 2022 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. Listed below are the distinct eligibility and criteria for each award. All awards value individuals who have contributed to the advancement of women colleagues by effectively implementing one or more of the "IDEALS" described by the ACE Inclusive Excellence Group:

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

### Excellence in Higher Education Leadership

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.

### Excellence in Higher Education Research

This award recognizes an outstanding woman leader who has made significant contributions to higher education research or publication in Ohio. This award highlights outstanding research and/or publication efforts advancing knowledge in the field of higher education (administration, faculty, leadership, representation in fields/majors; research can be faculty, student, or community focused). Priority focus area includes women in higher education.

### 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.

### 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.

# CONFERENCE AT-A-GLANCE

Friday, November 4, 2022

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<b>8:00 - 8:45 A.M.</b>	<b>Registration, Check-In, &amp; Informal Networking</b>   WD Ballroom Lobby
<b>8:45 - 8:55 A.M.</b>	<b>Opening Remarks</b>   WD Ballroom Dr. Loleta Collins and Dr. Holly Craider, State Co-Chair
<b>8:55 - 9:00 A.M.</b>	<b>Welcome</b>   WD Ballroom Dr. David Harrison, President, Columbus State Community College
<b>9:00 - 9:50 A.M.</b>	<b>Keynote: Overturning Roe v. Wade: What People Need to Know</b>   WD Ballroom Dr. Holly Craider and Professor Tracy Thomas
<b>10:00 - 10:50 A.M.</b>	<b>Concurrent Session I</b>
<i>Women, Leadership, and Intersectionality</i>	<b>The Intersection Is Where We Meet: The Crossroad of Our Identity as Leaders</b>   WD Ballroom Presenter: Dr. Magda Gomez and Lisa Belcher-Nelson
<i>Professional Development</i>	<b>Becoming Change Makers by Utilizing Principles of Ubuntu</b>   WD 412 Presenter: Primrose Igonor
<i>Informal Networking</i>	<b>Informal Networking</b>   WD 414 Host: Executive Board Member
<b>11:00 - 12:00 P.M.</b>	<b>Presidential Panel</b>   WD Ballroom <b>Moderators:</b> Dr. Courtney Clarke and Dr. Tina Diggs <b>Panelists:</b> Dr. Laura J. Bloomberg, Cleveland State University Dr. Jane K. Fernandes, Antioch College Dr. Monica J. Posey, Cincinnati State Technical and Community College Dr. Dione D. Somerville, Owens Community College Dr. Lisa N. Williams, Cuyahoga Community College Western Campus
<b>12:00 - 12:15 P.M.</b>	<b>Break</b>
<b>12:15 - 1:30 P.M.</b>	<b>Lunch and Awards</b>   WD Ballroom Samantha Groh and Sarah Wallis
<b>12:15 - 1:30 P.M.</b>	<b>Institutional Representative Lunch and Connections</b>   WD 414 Amanda Watkins, Executive Board

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# CONFERENCE AT-A-GLANCE - AFTERNOON

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**1:45 - 2:35 P.M.**

## **Concurrent Session II**

*Women, Leadership,  
and Intersectionality*

*Professional  
Development*

*Leadership  
Development*

*Informal  
Networking*

### **Why Powerful Women are Scary | WD Ballroom**

Presenter: Dr. Robin Buckley

### **Workshop to Explore Part 1 of Think Again: The Power of Knowing What You Don't Know by Adam Grant | WD412**

Presenter: Emily Frazier and Raechel Scarchilli

### **Cultivating Your Executive Presence: Transcending Platitudes and Metaphors | WD 420**

Presenter: Dr. Rachel Althof

### **Informal Networking Session | WD 414**

Host: Executive Board Member

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**2:45 - 3:35 P.M.**

## **Concurrent Session III**

*Women, Leadership,  
and Intersectionality*

*Professional  
Development*

*Leadership  
Development*

*Informal  
Networking*

### **Leading with Your Authentic Self: Strategies for Incorporating Your and Others' Intersectional Identities Into Your Leadership Practice | WD Ballroom**

Presenter: Donna Braswell, J.D.

### **Peer Coaching Circles | WD 412**

Host: Dr. Anne Massaro

### **Together We Can: Renaissance Perspective Meets Entrepreneurial Action | WD 420**

Presenter: Dr. Hilary L. Link

### **Informal Networking Session | WD 414**

Host: Executive Board Member

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**3:45 - 4:00 P.M.**

## **Door Prizes & Closing Remarks | WD Ballroom**

Dr. Loleta Collins, Executive Board Co-Chair

Dr. Holly Craider, Executive Board Co-Chair

# PRESIDENTIAL PANEL BIOS



**Dr. Laura J. Bloomberg**

President  
Cleveland State University

Laura J. Bloomberg, Ph.D., was appointed president of Cleveland State University on April 26, 2022. She previously served as provost and senior vice president for academic affairs at CSU since September 2021.

Before CSU, Dr. Bloomberg served eight years as dean and was previously associate dean of the Humphrey School of Public Affairs at the University of Minnesota. In that capacity, Bloomberg led the global expansion of the school, established a national pathway program for college students underrepresented in public policymaking, launched an internationally focused Human Rights degree, and developed the Mandela Washington Fellowship program to support young leaders from countries across Africa. She successfully led the Humphrey School's \$20M Leading Together fundraising campaign.

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**Dr. Jane K. Fernandes**

President  
Antioch College

Dr. Jane Fernandes became the second female president, and first deaf president, in Antioch's over 170-year history in August 2021.

In her first year in this role, President Fernandes has assembled a strong, new leadership team that has, with the input from students, staff, faculty, alumni, and members of the Yellow Springs community, created a 3-year strategic plan that was unanimously approved by the Board of Trustees in June, 2022.

This plan focuses on diversity, equity, and inclusion to advance social and racial justice, a culture of student-centeredness that results in student success, a rigorous liberal arts curriculum that creatively interweaves both scholarship and life experience, expansion of the college revenue base to augment student-derived income and donations to ensure financial stability, development and capacity-building within the college infrastructure, and a strengthened college reputation in national higher education circles and among local, regional, and national college-going students and families through enhanced communication networks.

Accomplishments in President Fernandes' first year include a successful reopening of the Antioch Wellness Center which had closed at the outset of the Coronavirus global pandemic. The Wellness Center currently has increased membership and revenue than at the time of its closure. The Antioch Farm has been enhanced and grows a larger variety of crops that feed community members in our dining halls.

In June 2022 the college's accreditation was reaffirmed by the Higher Learning Commission. Our curriculum is strong with innovative and committed faculty; the co-op program continues to send students to work experiences all over the world; and the Antioch College Works program offers meaningful work to students on campus and in the Yellow Springs community.

"I was strongly drawn to Antioch because it has always combined my two great academic passions: liberal arts and social justice," said Dr. Fernandes. She is an active voice and participant in addressing critical social justice issues, receiving national attention for Guilford College's stand against North Carolina's HB2 law. She brings to Antioch a history in leading difficult conversations, examining meaningful ways to address systemic racism, gender inequality, and sexual assault – three of the most pressing social justice issues facing colleges nationwide.



**Dr. Monica J. Posey**

President  
Cincinnati State Technical and  
Community College

After a business career with AT&T Company, Dr. Posey moved into higher education with Cincinnati State positions assistant dean, director Institutional Research, academic vice president, provost, and president in 2016. During much of her career she also taught Business Statistics as an adjunct instructor at the University of Cincinnati.

Dr. Posey holds a doctor of education from the University of Cincinnati, a master of business administration from The Wharton School, University of Pennsylvania, and a bachelor of science from Cornell University.

After a business career with AT&T Company, Dr. Posey moved into higher education with Cincinnati State positions assistant dean, director Institutional Research, academic vice president, provost, and president in 2016. During much of her career she also taught Business Statistics as an adjunct instructor at the University of Cincinnati.

Dr. Posey holds a doctor of education from the University of Cincinnati, a master of business administration from The Wharton School, University of Pennsylvania, and a bachelor of science from Cornell University.

# PRESIDENT PANEL BIOS



**Dr. Dione D. Somerville**

President  
Owens Community College

A thought leader in higher education, Dr. Dione Dorsey Somerville currently serves as the eighth president of Owens Community College in northwest Ohio.

Since her tenure began in 2021, Dr. Somerville has spearheaded efforts to further Owens Community College's vision to be the first choice for students and an indispensable partner for businesses, educational institutions and community organizations. She has provided leadership for the implementation of Owens' Strategic Enrollment Management Plan, the establishment of the new Center for Advanced Manufacturing and Logistics – a unique collaboration between Owens, Bowling Green State University and the University of Findlay, and creation of a Findlay-area Campus Task Force to leverage the strengths of that campus.

Under Dr. Somerville's leadership, Owens was named as one of Ohio's inaugural College Purple Star Campuses, recognizing the college's efforts on behalf of military-affiliated students. In addition, the Aspen Institute College Excellence Program has named Dr. Somerville among 26 leaders for its national New Presidents Fellowship Class of 2022-23. Dr. Somerville is also active in her local community, serving on the boards of directors of Regional Growth Partnership, Raise the Bar Hancock County and the Toledo Museum of Art.

Dr. Somerville's professional accomplishments span strategic planning, student success, organizational change, managing complex budgets, enrollment management, assessment, campus planning and construction, program development, Title IX compliance, community relations, and fundraising.

Her professional experience prior to Owens Community College includes:

- Executive Vice President at Hawkeye Community College in Iowa
- Vice President for Student Affairs at Bloomsburg University in Pennsylvania
- Dean of Students at Iowa State University
- Director of Enrollment Services/Registrar at Lorain County Community College in Ohio

Dr. Somerville earned a doctorate in Higher Education Management from the University of Pennsylvania, a master's degree in College Student Personnel from Bowling Green State University, and a bachelor's degree in English/Writing from Ohio Northern University. She was a Fellow at the Association of Governing Boards Institute for Leadership and Governance in its inaugural year, and participated in the Harvard University Institute for Education Management as well as the American Association of State Colleges and Universities' Millennium Leadership Institute.



**Dr. Lisa N. Williams**

President  
Cuyahoga Community College  
Western Campus

Dr. Lisa N. Williams serves as the Campus President of the Cuyahoga Community College (Tri-C®) Western Campus in Parma, OH. Tri-C's Western Campus opened in 1966 in the former Crile Veterans Hospital. The campus has oversight of the Brunswick University Center and serves southern Cuyahoga and Medina County residents, offering a rich mix of direct-to-job and transfer programs, including numerous health career programs. Externally, Dr. Williams represents Tri-C to a variety of business, education and civic stakeholders in the western suburbs.

Dr. Williams has broad experience in community college administration. She joined Tri-C in 1995 and served in various positions in the health careers programs, eventually becoming the assistant dean of Health Careers & Sciences at the Western Campus. She served also as associate dean of Health Careers at the Eastern Campus for more than four years. In 2009, Dr. Williams accepted the position of vice president for Academic Affairs at Terra State Community College. She held several positions at Terra State, including senior vice president for Academic and Student Affairs, vice president for Institutional Advancement and executive director for the Terra College Foundation.

In 2014, Dr. Williams rejoined Tri-C as vice president of Learning and Engagement. In this role, she oversaw online learning and academic technology, curriculum development, accreditation, faculty development, assessment, Aspire (GED) programming and institutional research. She became president of Eastern Campus in 2018 after serving eight months as interim president.

Dr. Williams has been active in state and national community college and higher education organizations. She has presented at numerous conferences including the League for Innovation in the Community College, the American Association of Community Colleges and the Bellwether College Consortium. Dr. Williams holds a doctorate in Higher Education Administration from the University of Toledo, as well as masters and bachelor degrees in Science from the University of Akron.

# KEYNOTE SPEAKERS BIOS



## Dr. Holly Craider

Executive Director,  
Curriculum Development and  
Learning Outcomes Assessment  
Cuyahoga Community College

Dr. Holly Craider is the Executive Director of Curriculum and Assessment and an adjunct faculty member in the Business Administration and Liberal Arts department at Cuyahoga Community College, and also serves as an adjunct professor in the School of Foundations, Leadership, and Administration at Kent State University. With 18 years of experience as a higher education professional, she has worked in the areas of admissions, financial aid, student success, recruitment, eLearning & Innovation, academic affairs, curriculum development. At Cuyahoga Community College, she has spent the last 13 years serving in the roles of Student Success Specialist, Recruitment Specialist, Interim Manager of Next Generation Learning, Director of the College Information Center, Interim Assistant Dean of eLearning, Dean of Student Affairs, Interim Dean of Academic Affairs, and her current position. Craider also serves as a Peer Reviewer for the Higher Learning Commission.

Craider has been a regular presenter for professional organizations including the ACE Women's Network of Ohio, the American Association of Community Colleges, the National Resource Center for the First Year Experience, American College Personnel Association, and the National Career Development Association.

Her areas of research include appreciative inquiry in regard to first-generation community college students and the utilization of communication as a means to motivate and uplift students and higher education professionals.

Dr. Craider is a Ralph M. Bessel Teaching Excellence award winner and is a graduate of both the John Rouché and HERS Wellesley leadership institutes. She was a member of the Greater Cleveland Partnership inaugural leadership program. Craider has a Ph.D. in Higher Education Administration from Kent State University and is pursuing her juris doctorate degree at Akron Law.



## Tracy Thomas

Seiberling Chair of Constitutional  
Law and Director of the Center for  
Constitutional Law  
University of Akron

Tracy Thomas is the Seiberling Chair of Constitutional Law and Director of the Center for Constitutional Law. She teaches Constitutional Law, Remedies, Women's Legal History, Alternative Dispute Resolution, and Family Law. Professor Thomas served as Associate Dean for Institutional Excellence at Akron Law from 2015 to 2016. She also served as Director of Faculty Research from 2007 to 2009.

Prior to joining the Akron Law faculty in 1998, Professor Thomas clerked for Judge Ferdinand F. Fernandez on the U.S. Court of Appeals for the Ninth Circuit. She was a litigation attorney for Covington & Burling and Neighborhood Legal Services in Washington, D.C. She graduated with honors from Miami University and Loyola Law School, and holds a bachelor's and master's in Public Administration.

Professor Thomas is the author of the book *Elizabeth Cady Stanton and the Feminist Foundations of Family Law* (NYU Press 2016) exploring the historical origins of legal reform for gender equality in the family. She is co-editor of *Feminist Legal History* (NYU Press 2011) and previously edited the annual volume of *Women and the Law*. Professor Thomas is the author of over thirty articles on gender as well as equitable remedies.

Her work has appeared in the *Harvard Journal of Law and Gender*, *Stanford Journal of Civil Rights and Civil Liberties*, *Minnesota Law Review*, and *Washington University Law Review*. She is lead editor on West's casebook, *Remedies: Public and Private*. She has been honored multiple times with the Faculty Outstanding Publication Award and as Faculty Scholar of the Year. Professor Thomas' work on remedies has been cited by the U.S. Court of Appeals for the Second and D.C. Circuits, the Supreme Courts of Georgia, Oregon, Vermont, and Washington, and the federal district courts of Florida and Nebraska.

Professor Thomas is a public scholar and a frequent contributor to the media. She has offered commentary to numerous media outlets including NPR, PBS, Slate, Time, The Atlantic, Jurist, and Reuters. Professor Thomas is editor of the *Gender & the Law Prof Blog* (Twitter @ProfTracyThomas). She spoke on this National Constitution Center podcast about her research on women's legal history and its modern relevance.

# PRESENTER BIOS AND SESSION DESCRIPTIONS



**Dr. Rachel Althof**

**Program Chair, EdD in  
Organizational Leadership  
Franklin University**

## **Cultivating Your Executive Presence: Transcending Platitudes and Metaphors**

Command the room. Be authentic. Know your audience. Lead by doing. Platitudes of leadership are often describing a complex skill set that is known as executive presence. The skills set involved with an executive presence transcends academic disciplines and types of leadership. Similarly, the history of women's rights is imbued with metaphor. What happens when the waves of feminism crash into the glass labyrinth we are all trying to navigate? Furthermore, what does this previous question even mean?! To understand the intersectionality of today, we need to understand the evolving narrative of the past. This workshop includes an analysis of leadership platitudes and women's rights metaphors in service of demystifying the theoretical foundations in each tradition. Participants can expect to learn specific techniques to practice exuding confidence while building relationships. This professionally oriented presentation is designed to provide accessible and practical guidance for individuals to cultivate their unique executive presence.

Dr. Rachel Althof is the Program Chair for the EdD in Organizational Leadership program at Franklin University. Dr. Althof holds a Doctorate of Education from Columbia University, a Master of Arts from The Ohio State University, and a Bachelor of Art Education with distinction from The Ohio State University. Throughout her career, Dr. Althof has served in numerous teaching and leadership positions. She is currently an active member of the Marburn Academy Board of Trustees, Franklin University Faculty Senate Personnel Committee, and the Institutional Representative cohort of the American Council on Education Women's Network Ohio. Dr. Althof's previous roles include Division Head and Teaching and Learning Dean at The Wellington School and part-time faculty with Boston University. Prior to the Wellington School, she served as Program Coordinator for Columbia University. Dr. Althof is passionate about human development, particularly as it relates to organizational leadership. She leads with vision and clarity for efficacy in innovation and likes to help others do the same.



**Donna Braswell, J.D.**

**Fiscal Manager, College of Health,  
Education and Human Services  
Wright State University**

## **Leading with your authentic self - Strategies for incorporating your and others intersectional identities into your leadership practice**

In this interactive workshop participants will explore their intersectional identities, learn how to connect them to their leadership story and draw upon those unique identities to create supportive, growth minded working environments. In our roles as mentors/leaders/developers of people, we will discuss recognizing, celebrating and using others' intersectionality to support their development leaders.

Participants will engage in exercises during the workshop to draw out their intersectional identities, refine their leadership story and consider how leading with authenticity can improve the workplace and lead to personal and professional growth and the opportunity to develop others on their team. Additional resources will be provided for use outside of the workshop.

Donna Schroeder Braswell, J.D. is a 25-year veteran of Higher Education in Ohio whose work has focused on Business Operations and Academic Finance Administration. She currently serves as Fiscal Manager for the College of Health, Education and Human Services at Wright State University. A graduate of the University of Toledo and the University of Toledo College of Law, she is a licensed attorney in Ohio. She is a graduate of the 2021-2022 HERS Leadership Institute (Weekend Cohort, Boston, Mt. Ida Campus). Her professional interests include Leadership Development, Servant Leadership and Mentorship/Sponsorship.

# PRESENTER BIOS AND SESSION DESCRIPTIONS



**Dr. Robin Buckley**

**Owner, Insights Group  
Psychological & Coaching Services**

## **Why Powerful Women are Scary**

In the 21st century, women still encounter challenges simply based upon their sex and their gender. Biases exist in hiring, in data, in societal perspectives, and even within our own beliefs about ourselves and other women. Powerful women are still viewed as scary or threatening. Changing these biases begins with understanding the underpinnings creating the challenges to then build and implement specific ways to strengthen each other, individually and collectively. Ultimately, we can arrive at a new model for leadership and networking which aligns with the strengths inherent to powerful women.

Dr. Robin Buckley functions as a professional speaker, Executive Coach, and author. Her proprietary coaching model uses a business framework to support clients in executing strategic plans for developing their careers and relationships. The owner of Insights Group Psychological & Coaching Services, Dr. Buckley has a Ph.D. in clinical psychology from Hofstra University. She has published three books, including *Voices From the Village: Advice for girls on the verge of adulthood*. Dr. Buckley is a columnist for *Entrepreneur.com* and was a speaker at the 2022 TEDx Portsmouth. To learn more, visit [www.drrobinbuckley.com](http://www.drrobinbuckley.com).



**Emily Frazier and  
Raechel Sarchilli**

**Associate Professor/Educator  
Assistant Professor/Educator  
Division of Experience Based  
Learning and Career Education  
University of Cincinnati**

## **Exploring Part 1 of Think Again: The Power of Knowing What You Don't Know by Adam Grant**

When was the last time you questioned old assumptions or experienced “the joy of being wrong?” In his most recent book, *Think Again*, organizational psychologist Adam Grant makes a case for readers to “unlearn” and “rethink” what they know to maintain an open mind. In this workshop we will facilitate individual activities and group discussion on Part 1: “Individual Rethinking: updating our own views.” Together we will identify ways to embrace intellectual humility and create strategies to keep our minds open to benefit ourselves, our organizations, and our communities. Presenters will provide a summary of concepts discussed in the book; it is not necessary to read the book prior to the workshop.

Emily Frazier is an Associate Professor/Educator in the Division of Experience Based Learning and Career Education at the University of Cincinnati. In her nearly 20 years of experience in experiential learning she’s worked with students from a variety of majors and disciplines helping them to prepare and find career related professional experience as undergraduates. She is currently working with arts and sciences students. Emily is a returned Peace Corps Volunteer from Ukraine and will never turn down a bowl of borshch.

Raechel Sarchilli is an Assistant Professor/Educator within the Division of Experience Based Learning and Career Education at the University of Cincinnati. She currently advises Biomedical Engineering students as the Faculty Co-op Advisor for the Biomedical Engineering Co-op Program, and teaches Professional Development courses to a broad range of engineering students. Her past work experience includes work with student employment and career development at Xavier University, and work within human resources and business operations at Northern Kentucky University.

# PRESENTER BIOS AND SESSION DESCRIPTIONS



**Dr. Magda Gomez and  
Lisa Belcher-Nelson**

**Executive Director of Diversity &  
Inclusion and  
Assistant Professor and Counselor  
Cuyahoga Community College**

## **The Intersection Is Where We Meet: The Crossroad of Our Identity as Leaders**

In this interactive session, participants will begin by self-reflecting and demonstrating the impact of privilege based on our identities, define and describe the tenants of Intersectionality, discuss the meaning and importance of intersectionality in the classroom and workplace environment, and finally, learn recommended action steps for applying the principles of intersectionality in our daily lives. The workshop will include table talk discussions to share and explore how our intersecting identities create power and or oppression. For example, in what settings are we dampening parts of ourselves, and with whom? when and where are we able to be our full selves? And, define what impact are we creating on others that may limit their ability to be their full selves.

Magda Gómez serves as Executive Director, Diversity & Inclusion at Cuyahoga Community College (Tri-C) where she works on multiple initiatives related to DEI awareness & education. Her work focuses on valuing students & employees by encouraging mutual respect and honoring the unique perspectives each person brings to the table. In addition to supporting employees through professional development and ERG engagement, Dr. Gómez leads the Advancing Women in Equity & Inclusion Taskforce, coveads the Stand for Racial Justice alliance, and leads the Bienvenidos a Cleveland, all of which are College-sponsored initiatives. Dr. Gómez holds a Doctor of Education (Ed.D.) in Higher Education Leadership from the National American University, a Master's of Science in Social Administration (MSSA) Degree from Case Western Reserve University, and a Bachelor of Arts Degree in Communications from John Carroll University. She is a proud alumna of Tri-C where she earned an Associate of Arts Degree.

Lisa G. Belcher-Nelson has had the privilege of serving, counseling, nurturing, advocating, encouraging, and educating college and high school students. Lisa is an Assistant Professor and Counselor at Cuyahoga Community College. She received a B.S. degree from Ohio University in Hearing and Speech Sciences; an M.S.Ed. Degree in Education Guidance and Counseling from The University of Akron. Currently, she is completing her doctorate of Education in Organizational Leadership with an emphasis in Behavior Health at Grand Canyon University. As a counselor and professor, Lisa currently serves as Co-Chair of the Advancing Women in Equity and Inclusion Taskforce. As Co-Chair, through training and program development, Lisa seeks to support student, faculty, and staff of various identities with training and programming that promote and address matters that are relevant to women leading to an equitable working and learning environment



**Primrose Ignor**

**Director, Columbus State  
Community College**

## **Becoming Change Makers by Utilizing Principles of Ubuntu**

Ubuntu is an African philosophy which promotes a universal bond of sharing that connects all humanity. Additionally, ubuntu is one way of promoting acceptance and inclusion for all. Given this, ubuntu can be applied in creating and sustaining systems of support including coaching, mentorship etc. for women leaders across academe. This session will provide information on the various principles of Ubuntu and great proponents of its practice such as President Nelson Mandela, Archbishop Desmond Tutu and the latter's granddaughter, Mungi Ngomane who penned the book, Everyday Ubuntu. The presenter will also discuss practical ways in which to apply Ubuntu principles at higher education institutions, specifically with regards to supporting women.

Primrose Ignor was born in Uganda. She was raised in South Africa where she qualified as a Clinical Psychologist. Primrose has lived and worked in South Africa, Singapore, United Arab Emirates, United Kingdom and Canada. She is the Director of the Office of Diversity, Equity and Inclusion at Columbus State Community College. Primrose is passionate about diversity issues and community building. She is married and has two wonderful sons. Her hobbies include reading, travelling, gardening and attending arts and music festivals.

# PRESENTER BIOS AND SESSION DESCRIPTION



**Dr. Hilary Link**

**President  
Allegheny College**

## **Together We Can -- Renaissance Perspective Meets Entrepreneurial Action**

What do Renaissance art and contemporary business strategy have to do with each other? They both rely on changing your point of view to change your understanding of what is in front of you. Like the Renaissance inventors she studies, Allegheny College President Hilary L. Link inspired her team to see things through a completely new lens and became one of the first institutions of higher education to embrace an entrepreneurial style that has made the college leaner, more nimble and more productive. In this talk, shares her strategic thinking and operational experience, while providing a broader framing which marries an institution's distinct assets with a nimble, future-oriented mindset. By infusing and holding space for both 600-year-old perspective theory and future-focused business modeling, she demonstrates how a Renaissance perspective and entrepreneurial action are fully replicable by any institution open to change.

Hilary L. Link, Ph.D., is the first female President of Allegheny College — one of the nation's oldest and most innovative four-year colleges where multidisciplinary learning breaks the conventional mold. A visionary, dynamic and entrepreneurial leader, President Link saw Allegheny College over the finish line to become one of the first 10 U.S. colleges to achieve carbon neutrality. Recognized as a multidisciplinary scholar and globalist, she has served as Dean of Temple University Rome as well as Vice Provost at New York City's Barnard College.

President Link sits on the boards of directors of Highmark Inc. and Kallion and is a member of the Second Nature's Climate Leadership Steering Committee.



**Dr. Anne Massaro**

**Owner, Anne Massaro Consulting  
and Facilitating**

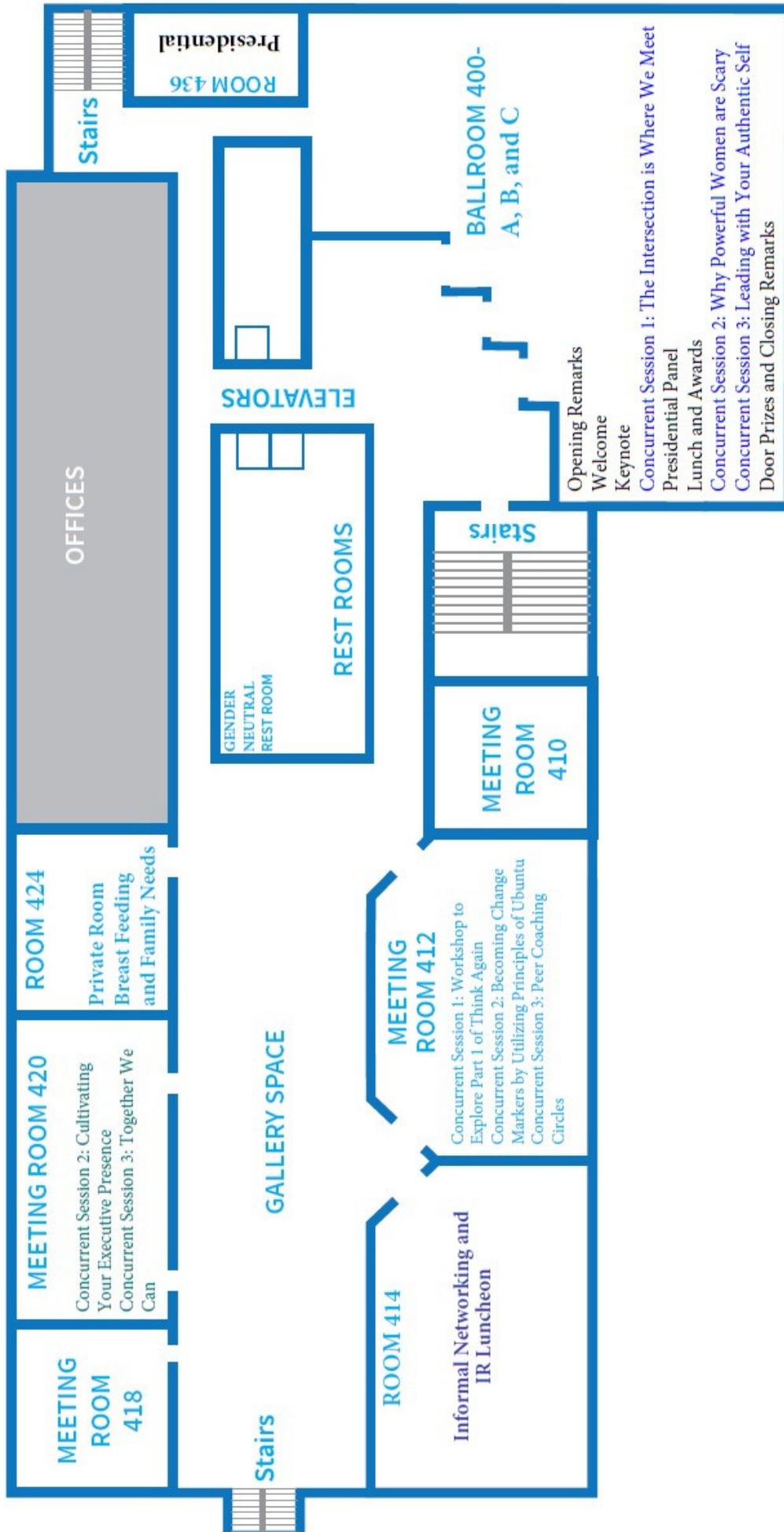
## **Peer Coaching Circles**

Peer Coaching Circles are powerful systems of support for women leaders across academe. They can positively influence leader satisfaction, confidence, retention and productivity. The purpose of coaching circles is to provide a safe, confidential space for leaders to share real-time experiences and concerns and to receive insightful ideas and new perspectives from those in similar positions. Listening with curiosity and compassion, and offering care and wisdom, are the keys to successful Peer Coaching Circles. In this session participants will learn a step-by-step process for implementing Coaching Circles at their institution. Options for how much structure, facilitation and moderation will be explored. Feedback from women faculty who have participated in Coaching Circles will be shared.

Anne has a PhD in Workforce Development and Education from The Ohio State University, and is a certified NeuroLeadership Institute Coach. As a self-employed Consultant, Coach and Facilitator, Anne provides customized solutions to build leadership capability, guide strategic planning, increase employee engagement and strengthen team effectiveness.

Anne's recent full-time employment includes change management roles at The Ohio State University and Cardinal Health, and a learning and development director role at Nationwide Insurance. In addition to The Ohio State University, Anne's educational background includes a Master of Education from The University of Georgia and a Bachelor of Arts in Psychology from The College of William and Mary.







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Date: November, 2023

Location: Cuyahoga Community College  
Cleveland, OH