

Virginia Network Conference 2023 Schedule & Session Descriptions

Session/Activity	Location
Check-In & Continental Breakfast: 8-8:30 am Welcome & Senior Seminarian Recognition: 8:30-9 am Concurrent Session 1: 9:15-10 am	Chesapeake A-C Chesapeake A-C
<u>Minute Mentoring: Learning from and with Each Other</u> Water as a moving and powerful force for action and change, Water as a source of life and sustenance, Water as a place of serenity and restoration New Professional, Mid-career Professional, Seasoned Professional	Tidewater A
<u>To Doctoral Degree or Not to Terminal Degree: That is the Question</u> Water as a source of life and sustenance Mid-career Professional	Tidewater B
<u>Authenticity and Trust at the Helm: Insights from the Women Leading W&M's Sadler Center Expansion Project</u> Water as a moving and powerful force for action and change New Professional, Mid-career Professional, Seasoned Professional	Commonwealth Auditorium
<u>The Power of Pause: How Reflective Leadership Impacts Your Team</u> Water as a source of life and sustenance New Professional, Mid-career Professional, Seasoned Professional	Cohen Career Center
<u>Self-Care for Holistic Wellness and Success</u> Water as a place of serenity and restoration New Professional, Mid-career Professional, Seasoned Professional	Wellness Studio 1
<u>Caring Through Community</u> Water as a place of serenity and restoration New Professional, Mid-career Professional, Seasoned Professional	Wellness Studio 2
Break: 10-10:15 am	

Concurrent Session 2: 10:15-11 am

<u>Fluidity in Uncertainty: Creative Practices to Embrace Ambiguity</u>	Tidewater A
Water as a moving and powerful force for action and change	
Mid-career Professional, Seasoned Professional	
<u>The Crests and Troughs of Postsecondary Enrollment</u>	Tidewater B
Water as a moving and powerful force for action and change	
New Professional, Mid-career Professional, Seasoned Professional	
<u>The Wonder Woman Myth</u>	Commonwealth Auditorium
Water as a source of life and sustenance	
New Professional, Mid-career Professional	
<u>Serving as the Captain's First Mate: Leading from the Waist Desk (Middle) of the Executive Suite</u>	Cohen Career Center
Water as a moving and powerful force for action and change	
Mid-career Professional, Seasoned Professional	
<u>Water the Garden: Cultivating Yourself and Others</u>	Wellness Studio 1
Water as a place of serenity and restoration	
New Professional, Mid-career Professional, Seasoned Professional	
<u>Writing the Wave: Processing Stress Through Writing</u>	Wellness Studio 2
Water as a place of serenity and restoration, Water as a moving and powerful force for action and change	
New Professional, Mid-career Professional, Seasoned Professional	
Networking Break: 11-11:30 am	

Concurrent Session 3: 11:30 am-12:15 pm**Trauma-informed Self-care: Leading from Resilience****Tidewater A**

Water as a moving and powerful force for action and change, Water as a source of life and sustenance, Water as a place of serenity and restoration

New Professional, Mid-career Professional, Seasoned Professional

Reserve for Sponsors**Tidewater B****We Have Known Rivers: Utilizing Self-Reflection to Navigate Personal Growth and Institutional Changes****Commonwealth Auditorium**

Water as a moving and powerful force for action and change

New Professional, Mid-career Professional, Seasoned Professional

In the Interim...**Cohen Career Center**

Water as a source of life and sustenance

New Professional, Mid-career Professional, Seasoned Professional

Internal Family Systems: Caring for ourselves**Wellness Studio 1**

Water as a place of serenity and restoration

New Professional, Mid-career Professional, Seasoned Professional

You Mean I Have Culture?**Wellness Studio 2**

Water as a moving and powerful force for action and change

New Professional, Mid-career Professional, Seasoned Professional

Lunch: 12:15-1 pm**President's Panel: 1-2 pm****Leadership Award Presentation: 2-2:15 pm****Chesapeake A-C****Chesapeake A-C**

Concurrent Session 4: 2:30-3:15 pm	
<u>Restorative Circles – Teaching circle practice to reduce campus conflict & develop authentic peer relationships</u>	Tidewater A
Water as a source of life and sustenance	
New Professional, Mid-career Professional, Seasoned Professional	
<u>Leading in the Liminal: Leveraging the Goals of Staff and Students</u>	Tidewater B
Water as a source of life and sustenance, Water as a moving and powerful force for action and change	
Mid-career Professional, Seasoned Professional	
<u>Creating Calm Waters: In-the-Moment Strategies for Radical Self-Care</u>	Commonwealth Auditorium
Water as a place of serenity and restoration, Water as a moving and powerful force for action and change	
New Professional, Mid-career Professional, Seasoned Professional	
<u>"Diving into LinkedIn: Strategies for Women in Higher Education to Navigate the Waters of Professional Networking"</u>	Cohen Career Center
Water as a moving and powerful force for action and change	
New Professional, Mid-career Professional, Seasoned Professional	
<u>Balancing Parenthood and Career Challenges for Women in STEM and Higher Education</u>	Wellness Studio 1
Water as a source of life and sustenance, Water as a moving and powerful force for action and change	
New Professional, Mid-career Professional, Seasoned Professional	
<u>Speaking Power Over Your Life</u>	Wellness Studio 2
Water as a source of life and sustenance, Water as a moving and powerful force for action and change	
New Professional, Mid-career Professional, Seasoned Professional	
Networking Break: 3:15-3:30 pm Closing Speaker: 3:30-4 pm	Commonwealth Auditorium

Session Abstracts

Concurrent Session 1:

Minute Mentoring: Learning from and with Each Other: Have three mentoring conversations with women who have navigated diverse leadership experiences including challenging colleagues, negotiation, changing career fields, family planning, and more. In a small group you'll rotate through three rounds of focused conversation. Yep, it's mentoring speed-dating style. No matter your life experiences, interests, or aspirations, this opportunity will help you further your own leadership development and explore the lived experiences of women leaders.

Presenters: Elizabeth Miller, Assoc. Director, Community Engagement, Director & Carlane Pittman, MBA Programs, William & Mary

To Doctoral Degree or Not to Terminal Degree: That is the Question: Promotion to senior-level leadership roles generally requires the acquisition of a terminal degree. For women in mid-level leadership positions, pursuing a doctoral degree, while balancing career and personal responsibilities, may seem like a daunting commitment. In this session, panelists will share their unique leadership journeys as women in higher education, along with the successes, challenges, and lessons learned from their doctoral journeys. Session attendees will have the opportunity to engage the panelists and participate in small group discussions.

Presenters: Dr. Kia Hardy, Dean of Advising/Campus Dean, Tidewater Community College, Dr. Karen Campbell, Vice President for Student Affairs, Tidewater Community College, Dr. Kerry Ragno, Vice President of Academic Affairs/Chief Academic Officer, Virginia Peninsula Community College & Dr. Fanchon Glover Chief Diversity Officer, William & Mary

Authenticity and Trust at the Helm: Insights from the Women Leading W&M's Sadler Center Expansion Project: The team at the helm of W&M's Sadler Center Expansion project navigated rough waters – leadership changes, unique logistics, and a pandemic – to reach the safe harbor of completion. The core leadership roles of design architect, architect of record, owner's representative, and building committee chair were all held by women, an exceedingly rare and rewarding combination. Their personal insights and lessons learned can inspire other women who strive for excellence in leadership and teamwork.

Presenters: Ginger Ambler, Vice President for Student Affairs & Amber Hall, Senior Project Manager, William & Mary joined by Ewelina Peszt, Senior Associate, William Rawn Associates, Architects Inc. & Annette McDaniels, Vice President, Grimm + Parker Architects

The Power of Pause: How Reflective Leadership Impacts Your Team: This session focuses on helping leaders grow through reflective practices that can be challenging during busy times. Reflecting when the weather is calm can create a culture of reflection that sticks during stormy times. This interactive workshop will discuss the value of reflection and provide strategies using a new Leadership Continuum Model as a framework. Participants will practice reflective exercises and discuss their experiences with others. The session will include participants designing action items to implement in their office environment.

Presenters: Roxane O. Adler Hickey, Director, Washington Center & Erin Battle, Associate Director, Washington Center, William & Mary

Self-Care for Holistic Wellness and Success: Through guided meditation and mindful movement, this experiential workshop/presentation will provide self-care strategies for the body and mind, and a holistic approach to success and wellness for work and life.

Presenter: Ting-Yu Chen, Conservatory Associate Dean for Student Affairs, Shenandoah University

Caring Through Community: We are in the midst of challenging times. Inflation is at its highest rates in 40 years, leading to us needing to do more with less, both in our personal and professional lives. Often what gets cut are activities that allow for fun and connection with others, leaving us overworked, stressed, and isolated. Hear a case for making the time for connection. Discussion will allow us to put our heads together to share resources, ideas, and make time for community amongst other academic professional women.

Presenter: Michelle Lange, Senior Lecturer, Licensed Clinical Psychologist, Christopher Newport University

Concurrent Session 2:

Fluidity in Uncertainty: Creative Practices to Embrace Ambiguity: How might we face uncertainty with flexibility and creativity? In this session, we will tap into the powerful experience and insight of women leaders to understand what it means to tolerate ambiguity. Participants will explore ways to strengthen their own practice with uncertainty and support their teams in embracing the opportunities that ambiguity brings. Through facilitated conversation, participants will learn from each other and collectively develop a set of actionable strategies to encourage fluidity, creativity, and empowerment.

Presenters: Margaret Konkell, Associate Professor of Design Thinking & Holly Cline, Chair, Department of Design, Radford University

The Crests and Troughs of Postsecondary Enrollment: Waves are experienced differently. You can enjoy the crest and be delivered on shore or get tangled in a crash and not know which way is up. Some students in Virginia encounter little difficulty accessing higher education, while others face numerous crash points. Virginia College Advising Corps provides an adviser in high-need high schools to mitigate barriers for students underrepresented in higher education. Come learn about current student experiences and mindsets, and share your institution's approach to creating a safe harbor.

Presenters: Joy Pugh, Assistant Vice Provost for Enrollment and Executive Director, Virginia College Advising Corps, University of Virginia & Tenisha Alston, Kayla Edwards, Haley Rich, College Advisers with the Virginia College Advising Corps

The Wonder Woman Myth: Aspiring female leaders struggle to solve the problem of work-life balance. Professional growth requires assuming additional responsibilities, achieving high results, and obtaining advanced education. We are expected to be wonder women. Equally investing in one's personal life and professional career is challenging. Women often feel forced to choose between prioritizing family or professional growth. This workshop, facilitated by a CEO and her family, will discuss the challenges, sacrifices, and self-care required to achieve professional success and work-life harmony.

Presenters: Towanna Porter Brannon, President, Virginia Peninsula Community College, David Brannon, Underwriter, Bank of America & Rebecca Brannon, College Bound Student, George Mason University

Serving as the Captain's First Mate: Leading from the Waist Desk (Middle) of the Executive Suite: As a part of this session, participants will discuss and understand the role of the AVP as the waist desk (middle, middle executive). They will also be able to clarify what the work "looks like" with varying levels of barometric pressure (reactionary vs strategic vs balanced). It will also challenge participants to recalibrate their professional compasses should they decide to consider taking on the role of an AVP.

Presenters: Rhonda Myers, AVP, Engagement and Retention, Northern Virginia Community College & Jackie Artis, Special Assistant to the Vice President of Student Affairs, Prince George's Community College

Water the Garden: Cultivating Yourself and Others: Bloom where you're planted! By planting ideas of self-care and support we create successful personal and professional gardens. Watering our garden with words and actions not only creates fertile ground for us to flourish but also for those we lead. Harvesting and sharing knowledge to create, not just a garden, but a world where we all thrive and grow. This session will help you plant, water, bloom, and harvest!

Presenter: Dr. Tiyacca Simms-Jones, Associate Director of Psychology Advising and Graduate Academic Operations, Virginia Commonwealth University

Writing the Wave: Processing Stress Through Writing: There's no better way to view the next stressful challenge than the oncoming wave you're going to surf. Self-reflection is key. This workshop and informational talk will provide strategies for written self-reflection and goal-oriented writing meditations that allow the professional to balance, pivot, and learn to ride each challenge through (no matter how gnarly the wave). Incorporating mental health research, writing theory, and practical wisdom on rejection and struggle, this session is focused on empowerment through reflection.

Presenter: Jessi Lewis, Assistant Professor of English and Creative Writing, Laurel Ridge Community College

Concurrent Session 3:

Trauma-informed Self-care: Leading from Resilience: Trauma-informed care models are emerging everywhere. How do we assure that, as leaders, we are not only trauma-informed as we lead others, but are leading from a place of resilience in our own lives? As we “ride the wave” in higher education, we need to find water sources that keep us restored and sustained in order to continue our forward momentum to bring action and change.

Presenter: Beth Good, MS in Nursing Director, Eastern Mennonite University

We Have Known Rivers: Utilizing Self-Reflection to Navigate Personal Growth and Institutional Changes: Telling one’s story first begins with being intentional about taking an inventory of one’s thoughts and needs. Learning to implement tools of self-compassion has the power to lead to navigating one’s individual purpose and coming to understand deeply one’s why. Presenters will share the benefits of becoming a reflective practitioner who “discover(s) the limits of [her] expertise through reflective conversation...” (Schon, 1983, p. 296). Participants will be invited to consider the power of self-reflection and writing as an act of resistance, self-care, and survival.

Presenters: Dr. Cynthia S. Nicholson, Graduate Program Coordinator; Dr. Ernestine Duncan, Ombudsman; Dr. Khadijah O. Miller, Dean of Robert C. Nusbaum Honors College; Dr. Aurelia T. Williams, Vice-Provost for Academic and Faculty Affairs; Dr. Aliecia McClain, Director, DNIMAS Program, Norfolk State University

In the Interim...: This presentation will focus on the unique experience of women in interim roles; both the incredible professional growth that occurs through taking on this opportunity and how to navigate the anxiety and stress of the uncertainty in a precarious interim role.

Presenters: Samantha Sharkey, Interim Coordinator - Equity Advancement, Germanna Community College & Dr. Keyanna Hawkins, Interim Director of Equity Advancement, Germanna Community College

Internal Family Systems: Caring for ourselves: Internal Family Systems (IFS) is a model that extends family systems theory into the inner work of people. IFS implies that inside every person is a set of subsystems or parts that exist within us. In this talk, the participants explore their own flowing subsystems and subsequent healing process.

Presenter: Mary Clay Thomas, Associate Dean and Associate Professor of Social Work, Mary Baldwin University

Speaking Power Over Your Life: Speaking Power Over Your Life. Our words are powerful. Are you harming yourself by talking yourself down? Negative self-talk, as well as our words when communicating with others can have a huge impact on our success. This session will focus on avoiding the pitfall of limiting ourselves by the words we speak. Turn negative speech habits into positive ones. There is success through the power of our words!

Presenter: Dr. Keyanna Hawkins, Interim Director of Equity Advancement, Germanna Community College

Concurrent Session 4:

Restorative Circles – Teaching circle practice to reduce campus conflict & develop authentic peer relationships: Participants will first experience a short demonstration of circle practice. Participants will then learn and discuss how community building circles can both, reduce conflict on campus, and create deep and meaningful cross university professional relationships. We will focus on how this practice can be used both as professional development and a network expansion opportunity.

Presenter: Stacey Harris, Dean of Students, William & Mary

Leading in the Liminal: Leveraging the Goals of Staff and Students: A panel of student services managers share experiences, challenges and strategies to navigate the ever-changing tide of leadership to improve student and staff success at their colleges. Panel participants will share how they worked with their team and college leadership to grow in the areas of communication, culture of care, and other high impact practices. Following a panel discussion, participants will discuss/brainstorm success strategies in small groups.

Presenters: Meredith Pollard, Advising and Student Success Coordinator, Tidewater Community College; Jennifer Perkinson, Virtual Student Support Coordinator, Tidewater Community College & Bernadette Battle, Interim Dean of Students/Title IX Coordinator, Reynolds Community College

Creating Calm Waters: In-the-Moment Strategies for Radical Self-Care: To avoid capsizing or treading water we must create calm waters to harness energy, reflect, regroup, set appropriate boundaries, and lead effectively. Radical self-care prevents us from getting caught up in the moment – defined by political and post-pandemic contexts; an immediate threat; a challenging career moment; or a moment defined by life roles. Presenters share stories and in-the-moment strategies that encourage us to be our full selves and experience more effective collaboration, enhanced decision-making processes and outcomes, and greater success.

Presenters: Sharon Lovell, Dean of the College of Health and Behavioral Studies; Linda Thomas, Dean of the Graduate School; Bethany Nowviskie, Dean of the Libraries; Samantha Prins, Dean of the College of Science & Mathematics; Narketta Sparkman-Key, Vice Provost Strategic Initiatives and Global Affairs, James Madison University

"Diving into LinkedIn: Strategies for Women in Higher Education to Navigate the Waters of Professional Networking": This session explores how women in higher education can use LinkedIn to build professional connections, raise visibility, and access opportunities. Participants will learn best practices for optimizing their LinkedIn profiles, and engaging with other professionals. They will gain valuable insights on navigating the waters of professional networking to advance their careers. This session aligns with "Riding the Wave" by providing attendees with practical strategies to take advantage of the power of LinkedIn throughout their careers, not just when job seeking.

Presenter: Helene Bumbalo, Sr. Career Coach: School of Business, Virginia Commonwealth University

Balancing Parenthood and Career Challenges for Women in STEM and Higher Education: Derived from novel, qualitative doctoral dissertation research, this presentation aims to explain the common themes/outcomes among women who have obtained terminal degrees, and the challenges, beliefs, and lived experiences associated with balancing STEM and higher education careers and parenthood. Women with terminal degrees are an understudied population in the extant literature on reproductive choices. The study may be extrapolated to other institutions with similar populations to better understand the specific needs and experiences of this growing, yet under-researched group.

Presenter: Dr. Alexandria Pilot Chambers, Assistant Director of Operations, Fralin Biomedical Research Institute at VTC, Virginia Tech

You Mean I Have Culture?: Throughout this session you will learn more about yourself and gain a better understanding of culture and diversity. The goal is to shift our perception that culture and diversity refers to people different from us and embrace that we are full of culture and diversity!

Presenter: Madelyn Rodriguez, ESL Instructor/Coordinator, Laurel Ridge - NSVAE

