



ACE WOMEN'S
*Network*TM

Ohio

*Advancing a New Legacy for Women:
The Urgent Agenda to Move the Needle*

Hosted by

Cuyahoga Community College





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ACE WNO would like to extend a special thank you to Cuyahoga Community College Eastern Campus for hosting the opening reception and Cuyahoga Community College Corporate College East for hosting our conference and executing the administrative details to bring the conference together.

ACE WNO would also like to recognize Kent State University, a proud supporter of ACE Women's Network-Ohio Annual Conference.





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ACE WOMEN'S Network™

The American Council on Education (ACE) Women's Network is a national system of networks within each state, Puerto Rico, and the District of Columbia with the goal of advancing and supporting women in higher education. Each state network is led by a state coordinator who works with institutional representatives and at least one presidential sponsor to develop programs that identify, develop, encourage, advance, link, and support (IDEALS) women in higher education careers within that state.

The state networks are linked to one another through their connection with the Inclusive Excellence Group and the ACE Women's Network Executive Council, a group of senior women executives from across the country who serve as both mentors to the state coordinators and as advisers to ACE on the overall functioning of the ACE Women's Network. State coordinators also benefit from the mentorship and advice from college and university presidents and chancellors who have agreed to serve as presidential sponsors.

Mission

The ACE Women's Network facilitates the networking of women interested in pursuing leadership opportunities in higher education. A 4-part structure - Network Executive Council, independent, state-based networks with state coordinators, presidential sponsors, and institutional representatives – facilitates these connections, allows for sharing of best practices, particularly at the State Coordinators Annual Conference, and enables local leadership training by the state networks.

Connecting with Your State Network

ACE encourages faculty and women administrators from across the country to participate in their respective state network events.

ACE Women's Network Executive Council

Members of the ACE Women's Network Executive Council serve as advisers to ACE's Inclusive Excellence Group, liaisons to the state networks, and mentors to state coordinators.

Our History

In 1977, with a grant from the Carnegie Corporation, ACE launched the ACE National Identification Program (NIP), which is now the ACE Women's Network. Through the NIP, ACE sought to gain a better understanding of and address the needs of women in higher education careers in addition to supporting their professional development and advancement. This mission is still relevant today, and our networks across the country continue to support it.

ACE WOMEN'S Network™

Ohio

Mission Statement

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 2015-2016

Denise McCory, *State Co-Coordinator*

Cuyahoga Community College

Shari Mickey-Boggs, *State Co-Coordinator*

Wright State University

Dr. Jacqueline Parrill, *Recorder*

Central Ohio Technical College & The Ohio State University at Newark

Lisa Rismiller, *Treasurer*

University of Dayton

Jennifer Beard

The Ohio State University

Dr. Lindsay English

Cuyahoga Community College

Dr. Shanda Gore

University of Toledo

Dr. Roberta Milliken

Shawnee State University

Fedearia Nicholson

Stark State College

Dr. Robin Selzer

University of Cincinnati

Dr. Maria Cronley

Miami University

Iris E. Harvey

Kent State University

Dr. Ann C. Hall

Ohio Dominican University

Dr. Karen Miner-Romanoff

Franklin University

Dr. Kendra L. Preer

Stark State College

Shannon Spencer

Ohio Northern University

ACE Women's Network – Ohio Presidential Sponsors

Dr. Bonnie L. Coe, President, Central Ohio Technical College

Dr. Kathy A. Krendl, President, Otterbein University

Dr. Mary Ellen Mazey, President, Bowling Green State University

President's Welcome

As president of Cuyahoga Community College (Tri-C), I am pleased to welcome the 17th Annual Statewide Conference of the ACE Women's Network-Ohio (ACE WNO) to our Eastern Campus and Corporate College facilities. The Tri-C community is honored to once again play host to this event, which provides opportunities for networking and professional development to promote the advancement of women in higher education leadership.

This year's theme, *Advancing a New Legacy for Women: The Urgent Agenda to Move the Needle*, recognizes the significant progress made toward greater access and diversity in education while acknowledging that there is still much work to be done.

As institutions of higher education, we are focused on supporting and encouraging our students to reach their educational goals. ACE WNO reminds us that we must also make it a priority to support and encourage our faculty, staff and administrators on their paths to personal and professional development. In this way, we can further ensure our students' success.

On Friday, conference attendees will take part in valuable workshops on emotional intelligence and effective communication, tools for leadership transition, choosing a mindful career and other issues pertinent to women in higher education. A plenary session led by Tri-C's former VP of Academic Affairs (now President of Florida State College) Dr. Sandy L. Robinson will round out the day.

It is my sincere hope that each of you will return to your institution with a fresh perspective on professional advancement for yourself and others as a result of these activities.

I would like to extend special thanks to the ACE Executive Board for organizing this event, as well as to our institutional representative, Deborah Richardson-Phillips, and all of the staff who helped bring it to fruition.

On behalf of Tri-C, I thank you for attending the 2015 ACE Women's Network-Ohio Conference and encourage you to take advantage of all that this event, as well as our College community, has to offer.

Sincerely,

Alex Johnson, Ph.D.
President, Cuyahoga Community College



Dr. Alex Johnson

ACE WNO 2015 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 Award

Dr. Bonnie L. Coe
Central Ohio Technical College

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.

Outstanding Service by an Institutional Representative Award

Dr. Ann C. Hall
Ohio Dominican University

This award recognizes the work of an Outstanding Institutional Representative (IR) who has advocated effectively on behalf of the leadership development and professional advancement of women colleagues at her institution. This is the Network's highest internal honor. Institutional Representatives are nominated by the Executive Board's four Regional Coordinators on the basis of information gathered throughout the course of the prior year about IRs' activity on their campuses.

Professional Development Scholarships

Yulanda L. McCarty-Harris
Cleveland State University
Pamela Schopieray
The Ohio State University, Mansfield
Charene Thornton
Wright State University

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

Advancing a New Legacy for Women: **The Urgent Agenda to Move the Needle** Conference Schedule

Friday, November 6, 2015

- 7:30 - 8:30 a.m. Registration and Continental Breakfast**
- 8:30 - 8:40 a.m. Opening Remarks**
Denise McCory
ACE WNO State Co-Coordinator and 2015 Conference Chair
- 8:40 - 8:45 a.m. Welcome**
Dr. Karen Miller
Vice President for Access and Completion, Cuyahoga Community College
- 8:45 - 10:15 a.m. Presidential Panel**
Dr. Bonnie L. Coe, Central Ohio Technical College
Sr. Chris De Vinne, Ursuline College
Dr. Terri Pope, Cuyahoga Community College, Westshore Campus
Dr. Lori Varlotta, Hiram College
- This distinguished panel of college and university presidents will share their thoughts and insights on the advancement of women in higher education as well as their own career trajectories. In addition, conversation will focus around the changing landscape of higher education and college and university leaders' expectations regarding those changes and the skills required to be successful. It is the hope of ACE WNO that the panel's message will resonate with all attendees, be it graduate students aspiring to administrative or academic positions in higher education, emerging and mid-level administrators seeking to advance to the next level of administration, or senior leaders working their way toward presidencies.
- 10:15 - 10:45 a.m. ACE WNO Awards**
- 10:45 - 11:00 a.m. Break**
- 11:00 - 12:15 p.m. Concurrent Breakout Sessions I**
- Preparing to Take Your Career to the Next Level
Room 130
 - OG's: Ever wondered what young women professionals think about leadership?
YP's: Have you thought about how seasoned women leaders were shaped?
Room 125
 - There's No Time Like Now to Advance Your Legacy: The Doctoral Program Journey
Room 204
 - 360 Degree Management: Up, Down, and All Around
Room 124
 - Financial Finishing Touches for Women: What You Do Tomorrow Depends on What You Choose Today
Room 203

Advancing a New Legacy for Women:
The Urgent Agenda to Move the Needle
Conference Schedule

Friday, November 6, 2015

- 12:15 – 1:15 p.m.** **Lunch and Networking**
- 1:15 - 1:30 p.m.** **Break**
- 1:30 - 2:45 p.m.** **Concurrent Breakout Sessions II**
- Negotiating Salary with the Institution’s Financial Picture in Mind
Room 125
 - Communicate Your Way to the Top
Room 204
 - Breaking Through the Glass Ceiling: Being a Successful Executive Candidate
Room 130
 - Choosing a Mindful Career: A Leadership Workshop for Women
Room 124
- 2:45 - 3:00 p.m.** **Break**
- 3:00 - 3:45 p.m.** **Plenary Session**
- Leaving a Legacy: What Will Be Your Story?
Dr. Sandy L. Robinson
President, Florida State College at Jacksonville
- 3:45 - 3:55 p.m.** **Door Prizes**
- Must be present to win*
Jennifer Beard & Dr. Jackie Parrill
ACE WNO Executive Board
- 3:55 - 4:00 p.m.** **Closing Remarks**
- Shari Mickey-Boggs
ACE WNO State Co-Coordinator



Concurrent Session Descriptions

Session I - 11:00 AM to 12:15 PM

Preparing to Take Your Career to the Next Level

Room 130

Dr. Narcisa Polonio, Association of Community College Trustees

In order to take your career to the next level, you must organize yourself in anticipation of your next career move. In this session we will focus on answering questions such as: "How do I get the experience needed to reach the next level? How do I update my resume to be a competitive candidate? How do I transform my image to reflect my professional experience? Can I move within my own organization?"

OG's: Ever wondered what young women professionals think about leadership?

YP's: Have you thought about how seasoned women leaders were shaped?

Room 125

Samantha Foltz, Dr. Robin Martin, & Dr. Robin Selzer, University of Cincinnati
(Corrine) C.J. Witherspoon, University of Cincinnati, Blue Ash College

Hear real talk and authentic dialogue between young professionals (YP's) and seasoned women leaders (OG's- slang for original gangsters). We won't give advice, but rather will eliminate the power dynamic to learn from each other. This sharing opportunity is about experiences and vulnerability as they relate to personal and professional topics.

There's No Time like Now to Advance Your Legacy: The Doctoral Program Journey

Room 204

Heidi Athey, Dr. Danielle Budzick, Belinda Richardson, & Dr. Jennifer Spielvogel, Cuyahoga Community College

Is there ever a right time to begin your doctoral studies? To think about adding "going back to school" to a fulltime job and family commitments is overwhelming, so we say, "maybe next year." But with the many options for enrolling in on-line, blended, and in-person programs, maybe the time is now. Listen as four women at various stages of program completion discuss their doctoral journeys in higher education administration, policy, and leadership.

360 Degree Management: Up, Down, and All Around

Room 124

Standish Stewart, Cuyahoga Community College

Transitioning from front line roles to management roles presents an interesting opportunity for growth and development; however, the transition can be extremely challenging if you do not have the right tools in your toolbox. During this interactive session we will explore a history of women in management, techniques for negotiating hurdles that trap women in the middle management layer, and ideas for clearing those hurdles and advancing to the senior executive level.

Financial Finishing Touches for Women: What You Do Tomorrow Depends on What You Choose Today

Room 203

TIAA-CREF

What does your financial future hold? Financial success can often complicate your life and we'd like to help. In this interactive workshop, you will learn how to evaluate your retirement readiness, identify and work with a financial advisor, and understand the benefits of an estate plan.

Concurrent Session Descriptions



Session II - 1:30 PM to 2:45 PM

Negotiating Salary with the Institution's Financial Picture in Mind

Room 125

Dr. Janelle Crossgrove-Hart, The Christ College of Nursing and Health Sciences

Can an institution pay you what you're worth? This session accesses public data sources on institutional finances and on higher education salary ranges to help job seekers determine what salary range is appropriate for negotiating an offer at a specific institution. We will identify institutional endowment values, revenue, expenses, presidential compensation, and average faculty salaries for public and private institutions. Attendees will be encouraged to share their experiences.

Communicate Your Way to the Top

Room 204

Dr. Holly Craider, Cuyahoga Community College

Research carried out by the Carnegie Institute of Technology shows that 85 percent of your financial success is due to skills in "human engineering," your personality and ability to communicate, negotiate, and lead. Shockingly, only 15 percent is due to technical knowledge. It's time to take a break from your conventional intelligence and invest in your soft skills. Learn how to employ effective communication skills rooted in emotional intelligence in order to move the needle on your professional goals.

Breaking Through the Glass Ceiling: Being a Successful Executive Candidate

Room 130

Dr. Narcisa Polonio, Association of Community College Trustees

Reaching for the executive level requires demonstrating proficiency, experience, and emotional intelligence. This session will teach you how to develop your career and personal plan to reach the top. It's not just about working hard! It's about understanding the politics of career advancement.

Choosing a Mindful Career: A Leadership Workshop for Women

Room 124

Amanda Shaffer, Case Western Reserve University

Career advancement for women in academia requires more than simply accumulating accolades and accomplishments – it involves strategy, choices, and deliberate action. Using hands-on exercises, participants will craft an outline for achieving their 5 or 10-year career and leadership goals. Providing participants with self-knowledge and skills to engage in intentional career planning on their path to leadership, the workshop activities include leveraging your personal brand, mapping social capital, and refining an "elevator pitch" to improve networking.



Presidential Panel



Bonnie L. Coe, Ph.D.
Central Ohio Technical College

Dr. Bonnie L. Coe earned her B.A. and M.A. from The Ohio State University and her Ph.D. from The University of Dayton. Dr. Coe has done post doctoral work at Indiana University. She has also participated in the Harvard Institute for Educational Management and Harvard Seminar for New Presidents.

Dr. Coe's work experience is extremely varied: In addition to coordinating training and development at a number of Ohio hospitals and performing research and consultation work, she has served as a high school teacher, a high school principal, the Interim Director and Co-Principal Investigator at Sinclair Community College, and the Vice President and Dean of Faculty at Central Ohio Technical College. In May 2004, she was appointed President of Central Ohio Technical College. Dr. Coe currently sits on the board of directors for First Federal Savings and Loan. She is also active in the Newark Rotary group.

Some of the honors and awards she has received include: ACCT Regional Chief Executive Officer Award, 2011; Bravo Award from the Newark Rotary Club, 2010; LEADS Community Leader of the Year, 2008; Women in Business Leadership Award from the Knox County Chamber, 2008; Licking County Women of Achievement, 2005; and Bing Davis Lifetime Achievement Award, 2001.



Sr. Chris De Vinne
Ursuline College

Sr. Christine De Vinne, Ph.D., was named President of Ursuline College in July 2015. Founded in 1871, Ursuline College is a Catholic, women-focused liberal arts institution sponsored by the Ursuline Sisters of Cleveland. It serves a student body of 1,175 women and men at the undergraduate and graduate levels, with a values-based curriculum as the cornerstone of programs in the humanities, the sciences, and the professions. Its 60-acre campus in Pepper

Pike this year celebrated the opening of two new buildings, an Athletic Center that is home to its NCAA II Arrows teams and a Center for the Creative and Healing Arts & Sciences with state-of-the-art nursing skills labs and counseling/art therapy studios.

Sr. Christine began her career in education in the middle school and secondary school classroom before becoming a faculty member, director of the core curriculum, and then Dean of the School of Arts and Sciences at Ursuline. From 2010 to 2015, she served as Vice President for Academic Affairs at Notre Dame of Maryland University in Baltimore, where she led initiatives in faculty hiring, evaluation, and governance and collaborated with Student Affairs on new programming in academic retention, first-year experience, and student advising.

An Ursuline Sister and an alumna of Ursuline College, she earned a Master of Arts in English from the University of Notre Dame and a Ph.D. in English from The Ohio State University. She is a past president of the American Name Society, and she serves as book review editor and member of the Editorial Board for the society's quarterly, *Names: A Journal of Onomastics*. She publishes and presents widely on topics related to autobiography, names studies, and higher education administration and mission.

Presidential Panel



Terri S. Pope, Ph.D.

Cuyahoga Community College, Westshore Campus

Dr. Terri S. Pope serves as Westshore Campus President at Cuyahoga Community College (Tri-C). The 50-acre campus located in Westlake, which opened in January 2011, provides two-year technical as well as transfer opportunities for students in STEM, health careers, business and liberal arts. Since its opening, Westshore Campus enrollments have doubled to provide 2,800 students a caring place “where futures begin.” Dr. Pope also represents Tri-C to a variety of business, education and civic stakeholders in the local Westshore communities.

Before her presidency, Dr. Pope served as a professor of biology/chemistry at Tri-C and held many positions in faculty leadership. In 2012, Dr. Pope received the Excellence in Teaching Award, and she was recognized by the League of Innovation in 2013 with the John & Suanne Roueche Excellence Award and by the YWCA of Greater Cleveland in 2015 with the Women of Achievement Award.

Dr. Pope earned her Ph.D. with an emphasis in physiological chemistry from The Ohio State University, and a Bachelor of Science from Case Western Reserve University. She began her college career by attending Tri-C for the first two years of her undergraduate studies.



Lori Varlotta, Ph.D.

Hiram College

Dr. Lori Varlotta became the 22nd president and first female president of Hiram College on July 1, 2014. Prior to Hiram College, she spent 11 years at California State University, Sacramento, most recently serving as senior vice president for planning, enrollment management and student affairs.

Her accomplishments at Sacramento State included: building an enrollment management team that continually hit enrollment targets; recruiting and enrolling the largest and most diverse freshmen classes in the school's history; establishing a nationally acclaimed student veterans program; and creating an outcomes-based assessment program that has since been replicated on campuses across the country.

Dr. Varlotta has tackled—in state, regional, and national speaking venues—some of higher education's most pressing issues: retention and graduation, planning and budgeting, transparency and accountability, and health and wellness. She has also participated in the design and implementation of the country's first voluntary system of higher education accountability, a project called College Portrait.

A Pittsburgh native and first-generation college student, Dr. Varlotta earned a B.A. from the University of Notre Dame, a M.S. from Syracuse University and a Ph.D. from Miami University (OH).



Conference Presenters



Heidi Athey - Cuyahoga Community College

Heidi Athey serves as the Completion Project Manager at Cuyahoga Community College, District Office. She previously worked in Student Success at Tri-C's Metropolitan Campus and also has experience in recruitment and admissions advising. She was awarded, with a team of colleagues, "Innovation of the Year" by the League for Innovation in the Community College and was recognized nationally by ITT Technical Institute as Employee of the Quarter. She earned her Bachelor's degree from Kent State University and her Master's from Cleveland State University. She is currently pursuing her Doctorate in Community College Leadership at Ferris State University in Big Rapids, Michigan.



Dr. Danielle Budzick - Cuyahoga Community College

Dr. Danielle Budzick is the Assistant Dean of Learning and Engagement at the Westshore Campus of Cuyahoga Community College where she oversees Adjunct Services, Tutoring Services, and the Center for Learning Excellence. Dr. Budzick previously served as the District Director, Innovative Learning Design & Quality and as the Interim District Director for Teaching, Learning, and Academic Professional development. Her professional background includes online learning, instructional design, and professional development. She earned her Bachelor's from The Ohio State University, a Master's from Cleveland State University and her doctorate in Education from Capella University.



Dr. Holly Craider - Cuyahoga Community College

Dr. Holly Craider is the Interim Director of Curriculum at Cuyahoga Community College and an adjunct faculty member in the Liberal Arts department. Dr. Craider has eleven years of higher education experience in admissions, financial aid, student success, recruitment, eLearning & Innovation, and instruction. Dr. Craider has presented for professional organizations including the National Resource Center for the First-Year Experience, American College Personnel Association, and the National Career Development Association. She earned her Ph.D. in Higher Education Administration from Kent State University.



Dr. Janelle Crossgrove Hart - Christ College of Nursing and Health Sciences

Dr. Janelle Crossgrove Hart is the Associate Dean of Institutional Effectiveness at the Christ College of Nursing and Health Sciences. Dr. Crossgrove Hart's educational background includes degrees in chemistry and toxicology, which led to her first academic position in higher education, teaching at a pharmacy college. Dr. Crossgrove Hart's higher education experience includes institutional research, assessment and accreditation. She earned her Bachelor's degree from Hiram College and her Ph.D. from the University of Kentucky.



Samantha Foltz - University of Cincinnati

Samantha Foltz is an Academic Advisor for undergraduate Education students within the College of Education, Criminal Justice, and Human Services at the University of Cincinnati. She previously held a position serving the parents of University of Cincinnati students. Foltz is a two-time graduate of the University of Cincinnati, receiving her Bachelor's Degree in Communication and her Master's Degree in Education.

Conference Presenters



Dr. Robin Martin - University of Cincinnati

Dr. Robin Martin is an Assistant Professor in College of Education, Criminal Justice, and Human Resources, at the University of Cincinnati and teaches in the department of Educational Leadership. Her research focuses on sociocultural leadership development, community engagement, and diversity and inclusion. Previously, Dr. Martin served as the Associate Provost for Special Initiatives with direct responsibility for UC Women Lead, minority faculty recruitment and retention, dual career initiatives, as well as a number of STEM programs.



Dr. Narcisa Polonio - Association of Community College Trustees

Dr. Narcisa Polonio is the Executive Vice President of Education, Research & Board Leadership Services at the Association of Community College Trustees (ACCT). She is a leading authority on community college governance and presidential leadership, facilitating over 300 board retreats and presidential searches and providing direction for ACCT's annual leadership congress, publications, research projects, and leadership services. She directs The Trustees for Student Success Initiative, which seeks to increase the engagement of college trustees and governing boards in the student success movement. She earned her Bachelor's degree from San Jose State University, Master's from Stanford University, and an Ed.D. from the University of Massachusetts, Amherst.



Belinda Richardson - Cuyahoga Community College

Belinda Richardson serves as Assistant Dean, Academic Affairs and Learning Commons at the Metropolitan campus of Cuyahoga Community College. Richardson has experience in teaching, public speaking, program development, and fiscal management. Prior to her current role, she served as Director of Adult Basic and Literacy Education and worked for the Akron Urban League in their Department of Education. She earned her Bachelor's from Ohio University, a Master's from the University of Akron, and is currently pursuing her Ed.D. in Community College Leadership through the Roueche Graduate Center of National American University.



Dr. Sandy L. Robinson - Florida State College at Jacksonville

Dr. Sandy L. Robinson serves as the President of Florida State College at Jacksonville's North Campus and Nassau Center (FSCJ), which is home to the Nursing Programs, Allied Health Programs, and the location of one of the top Culinary Programs in the nation. Dr. Robinson has over 26 years of higher education experience, which includes her previous tenure as Vice President of Academic Affairs at Cuyahoga Community College. Dr. Robinson earned her Bachelor's degree from The Ohio State University, Master's degree from Cleveland State University, and Ph.D. from Kent State University.



Dr. Robin Selzer - University of Cincinnati

Dr. Robin Selzer is an Assistant Professor in the Division of Professional Practice and Experiential Learning at the University of Cincinnati. Dr. Selzer began her career at the UC Women's Center, working her way up from volunteer to Acting Director. She has 18 years of higher education experience in enrollment management, academic affairs, alumni relations, and pre-health academic advising. She is the immediate past President of the UC Undergraduate Academic Advising Association and serves as UC's Institutional Representative for the ACE Women's Network-Ohio and on the Executive Board. She earned her Ph.D. in Higher Education Administration from Loyola University of Chicago.



Conference Presenters



Amanda Shaffer - Case Western Reserve University

Amanda Shaffer is the Director of the Office of Faculty Development at Case Western Reserve University (CWRU). She provides campus-wide workshops, community building programs, and leadership and career coaching for faculty. Charged with supporting partner hiring at CWRU, in 2014 Shaffer launched the Ohio, Western Pennsylvania, West Virginia Higher Education Recruitment Consortium (HERC) to increase regional cooperation for dual-career hiring and develops networks to attract and retain a diverse, highly skilled talent pool for the region. She earned her Bachelor's and Master's degrees in Philosophy from Cleveland State University.



Dr. Jennifer Spielvogel - Cuyahoga Community College

Dr. Jennifer Spielvogel is the Vice President for Evidence and Inquiry at Cuyahoga Community College. In her role, she leads the college-wide research agenda with a focus on student success and completion. Dr. Spielvogel has over 25 years of higher education experience in strategic planning, enrollment management, and institutional research and effectiveness. Dr. Spielvogel earned her Bachelor's and Master's degrees from Bowling Green State University, and her Ph.D. in Higher Education Administration and Policy from the University of Michigan.



Standish Stewart - Cuyahoga Community College

Standish Stewart is the Deputy Chief Information Officer and Executive Director for Enterprise Application Services at Cuyahoga Community College. Stewart joined Tri-C in 2011 after a career as a software developer for the National Marrow Donor Program and IT manager at University Hospitals of Cleveland. She has been an adjunct faculty member at several universities, teaching courses ranging from introductory web programming to MBA level Information Systems. Stewart earned her Bachelor's in Biomedical Engineering from Case Western Reserve University, her Master's in Computer Science from the University of Michigan, and her MBA from Cleveland State University.



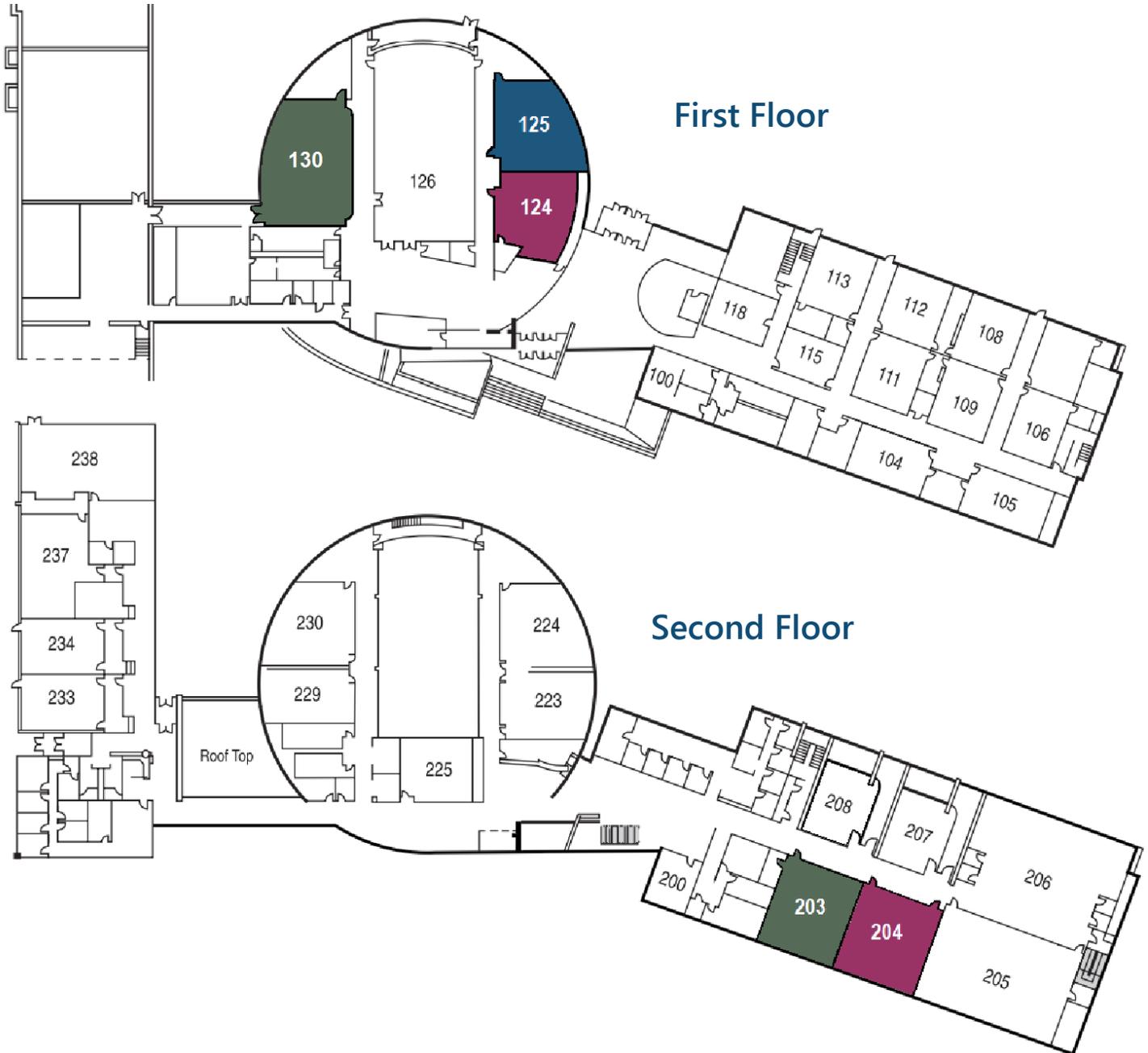
Corrine (C.J.) Witherspoon - University of Cincinnati, Blue Ash College

C.J. Witherspoon is the Multicultural Affairs Program Coordinator at the University of Cincinnati-Blue Ash College (UCBA). She sees her role as a diversity and inclusion champion that through events and trainings, increases the cultural capital of UCBA. She has twelve years of higher education experience ranging from student activities, orientation, and leadership development to housing and multicultural affairs. Witherspoon earned her Bachelor's from Miami University in English and Black World Studies and her Master's from Ohio University in College Student Personnel.

Cuyahoga Community College



Corporate College East



Please complete the ACE WNO 2015 conference evaluation, found at the link below:
https://www.surveymonkey.com/r/2015_ACEWNO_Conference



Institutional Representatives

The Institutional Representative (IR) is a key person in the development and implementation of the strategic plans of the Ohio Network. The IR's appointment recognizes the critical role she has already played at her institution with regard to women's leadership issues on her campus and signals the institution's support for the advancement of women into key leadership positions. The IR works in close collaboration with the state co-coordinators and serves as a liaison between the women at her institution and the State Network Executive Board and American Council of Education's Inclusive Excellence Group.

Women fulfilling this role serve as catalysts for innovation among women in higher education and as communication links between and among women administrators, women aspiring to leadership roles, and ACE leaders committed to the furtherance of women's roles in higher education leadership. The institutional representative may wish to appoint a committee of women to work with her on her campus.

Northwest Region

Institution	IR Name	Title	Contact Information
<i>Bluffton University</i>			
Bowling Green State University	Mary Krueger	Director, Women's Center	mkruege@bgsu.edu (419) 372-7227
<i>Davis College</i>			
Defiance College	Lois McCullough	Vice President, Business & Management	lmccullough@defiance.edu (419) 783-2317
Heidelberg College	Ellen Nagy	Director, First Year Experience	enagy@heidelberg.edu (419)448.2063
<i>Lourdes College</i>			
<i>Mercy College of Northwest Ohio</i>			
<i>Northwest State Community College</i>			
Ohio Northern University	LaShonda Gurley	Director of Multicultural Development	l-gurley@onu.edu (419) 772-3145
<i>Owens Community College</i>			
<i>Rhodes State College</i>			
<i>Terra Community College</i>			
The Ohio State University, Lima Campus	Beth Keehn	Director, Admissions	keehn.5@osu.edu (419) 995-8434
Tiffin University	Judy Gardner	Associate VP, Academic Support Programs	jgardner@tiffin.edu (419) 448-3420
<i>University of Findlay</i>			
<i>University of Northwestern Ohio</i>			
University of Toledo	Penny Poplin Gosetti	Interim Vice Provost for Academic Innovation	penny.poplin.gosetti@utoledo.edu (419) 530-5570
<i>University of Toledo Health Science Campus</i>			

Institutional Representatives



Northeast Region

Institution	IR Name	Title	Contact Information
Ashland University	Ann Shelly	Professor, Education Foundations	ashelly@ashland.edu (419) 289-5388
Baldwin-Wallace College	Terry Finefrock	Assistant Director, Financial Aid	tfinefro@bw.edu (440) 826-8041
Case Western Reserve University	Lynn Singer	Deputy Provost & VP, Academic Programs	lynn.singer@case.edu (216) 368-4389
Cleveland Institute of Art	Almut Zvosec	Vice President, Business Affairs	azvosec@gate.cia.edu (216) 421-7447
Cleveland State University	Connie Hollinger	Professor, Psychology	c.hollinger@csuohio.edu (216) 687-2544
<i>College of Wooster</i>			
Cuyahoga Community College	Deborale Richardson-Phillips	District Director of Diversity & Inclusion	Deborale.Richardson-Phillips@tri-c.edu
Hiram College	Gail Ambuske	Professor, Economics & Management	ambuskegc@hiram.edu (330) 569-5139
<i>John Carroll University</i>			
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<i>University of Mount Union</i>			
<i>North Central State College</i>			
<i>Northeast Ohio Medical University</i>			
<i>Notre Dame College</i>			
<i>Oberlin College & Conservatory</i>			
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Institutional Representatives

Central-Southeast Region

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<i>Capital University</i>			
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<i>Eastern Gateway Community College</i>			
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<i>Marietta College</i>			
<i>Marion Technical College</i>			
<i>Mount Carmel College of Nursing</i>			
<i>Mount Vernon Nazarene University</i>			
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Institutional Representatives



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Institution	IR Name	Title	Contact Information
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<i>Central State University</i>			
<i>Cincinnati Christian University</i>			
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<i>Clark State Community College</i>			
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<i>Kettering College</i>			
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<i>Urbana University</i>			
<i>Wilberforce University</i>			
<i>Wilmington College</i>			
<i>Wittenberg University</i>			
<i>Wright State University</i>			
<i>Xavier University</i>			

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