



CONSTRUCT

YOUR CAREER AT UW

UW–Madison Employee Career Conference

March 11, 2020

Union South



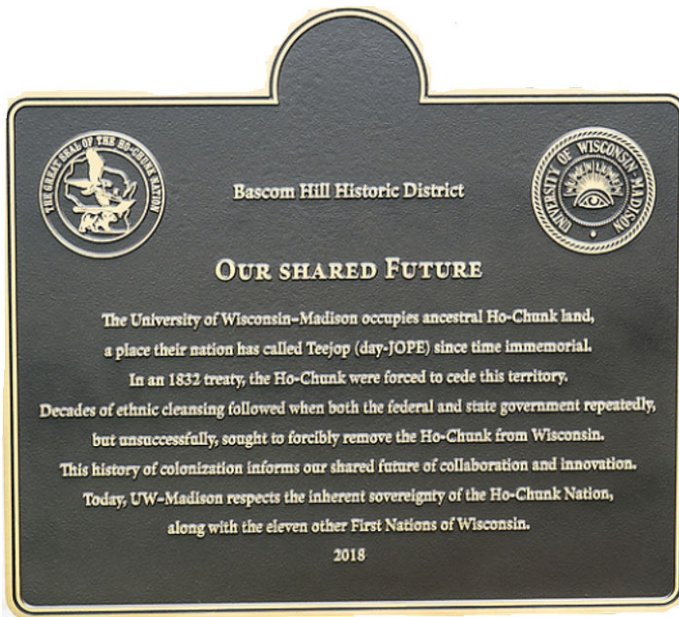
Sponsored By

Adult Career and Special Student Services

Learning and Talent Development

Vice Chancellor for Finance and Administration

Our Shared Future



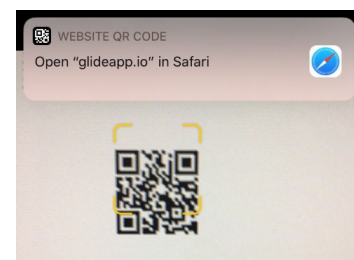
Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. Truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference. We begin our conference by honoring the truth about what has been buried. We are located on the ancestral lands of the Peoria, Sauk & Meskwaki, Ho-Chunk, and Miami People. We pay respects to their elders past and present. Please take a moment to consider the many legacies of violence, displacement, migration, and settle-

ment that bring us together here today. Please join us in uncovering such truths every day. This history of colonization informs our shared future of collaboration and innovation.

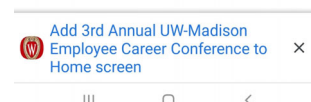
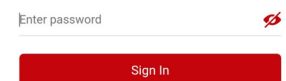
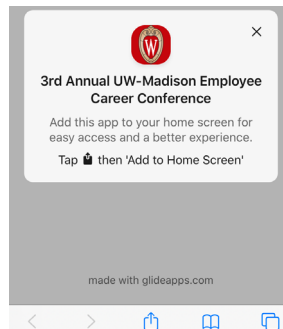
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1. Visit go.wisc.edu/e3qfn7 or scan the below QR code with your camera. Click the website open prompt if using QR code.



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Keynote Address

“How To Stay S.T.R.O.N.G. When Managing Your Career”

When your job is filled with roadblocks, confusing traffic signals, and unknown road delays, how do you know where you're headed? Who is really “driving” your career? How can you advocate for yourself without stepping on toes?

This interactive and tactical session will prepare you to stay S.T.R.O.N.G. during a day of career management and moving forward in your career. Ellen Bartkowiak, Certified Executive Leadership and Development Coach and President of EllenCoaching, a mindfulness leadership development firm, will discuss her six neuroscience principles of successful career management:

- **Self**
- **Thoughts**
- **Resiliency**
- **Opportunities**
- **Network**
- **GratITUDE**

These principles make up the mindset and mechanics needed when moving forward in your career. Whether you are happy where you are or are thinking about change, bring your hard hat and get ready to work on yourself. You'll leave feeling optimistic, curious, and knowledgeable about your options and ready to get the most out of the 2020 Employee Career Conference.



Ellen Bartkowiak is a sought-after international speaker, coach, and trainer and is President of EllenCoaching, a mindfulness leadership development firm based out of Middleton, WI. EllenCoaching provides keynote experiences and customized training for business professionals, higher education leaders, and graduate students who are looking for brain-based research around the mindfulness techniques that can improve communication, build better leaders, and above all, produce high-end results. Her speaking and training have led her to partner with such institutions as Dell, Gallup, The Food Network, Oracle, and Daimler Chrysler. Her training has reached MBA and University coaches at institutions such as Texas

Christian University, Fordham University, Johns Hopkins University, Dartmouth College, Michigan State University, Hong Kong University of Science and Technology, Tulane University, University of Iowa, and right here at UW–Madison!

Ms. Bartkowiak holds a master's degree in Career Counseling and certifications as an Executive and Leadership Development Coach, Career Management Coach, Personal Branding Strategist, and Mindfulness Management Coach. She has worked in Higher Education over 20 years and has held Director of Career Services roles at Lake Forest College (IL), the Wisconsin School of Business – Working Professional MBA Programs (WI), and Edgewood College (WI). She uses her “coaching superpower” for good by helping other coaches and business leaders improve their ability to stay calm, confident, and curious whenever life throws challenging situations their way.

Morning #1 Concurrent Sessions

9:45–10:45 a.m.

Tapping Into the Four Tendencies at Work

Varsity Hall I, 2nd Floor

"One of the daily challenges of life is: "How do I get people—including myself—to do what I want?" By asking the one simple question, "How do I respond to expectations?" we gain exciting insight into ourselves. And when we know how other people respond to expectations, we understand them far more effectively, as well. We all face two kinds of expectations—outer expectations (meet work deadlines, answer a request from a friend) and inner expectations (keep a New Year's resolution, start meditating). Our response to expectations determines our "Tendency"—that is, whether we fit into the category of Upholder, Questioner, Obliger, or Rebel." ~ Gretchen Rubin

- Attend this workshop to self-identify your own and others' tendency to understand how we respond to expectations
- Learn through individual reflection and from other participants to get ideas for how to:
- Work more effectively with colleagues and with students in advising or supervising, make better decisions, meet deadlines, meet our promises to ourselves, suffer less stress, and engage more deeply with others



Maureen Muldoon is a higher education student services professional trained in advising, program coordinating, public speaking, and group facilitation. She brings an extensive background in international and service-based experiential learning to her passion of working with students. She aims to help students better understand the decision making process as it relates to their career and academic development through individual appointments, workshops, and group settings. The past few years Maureen has been following author, podcaster, and speaker Gretchen Rubin, known for The Happiness Project and creator of The Four Tendencies. Maureen is an avid fan of Rubin's books, participated in the first, online Four Tendencies, subscribes to her app, and facilitated a workshop for her office staff retreat and at last year's Employee Career Conference. She also enjoys listening to Rubin's weekly podcast and connecting Rubin's ideas into her own life routines and daily habits.

Foundations for Success: A Learning Framework for Employee Development

Marquee Theater, 2nd Floor

This workshop will introduce the eight On Course® principles (Personal Responsibility, Self-motivation, Self-management, Interdependence, Self-awareness, Lifelong Learning, Emotional Intelligence, and Belief in Yourself) and share strategies and examples on how employees in UW Health's Learn@Work program apply these principles to their personal and professional development. Traditionally used in college success courses, On Course® covers a variety of career exploration and development topics and resources to meet the needs of the learners and can help employees develop the confidence to develop new skills, improve in their current role or advance within their organization. Attendees of the session will walk away with ideas of how they can apply the principles to their own development as UW Madison employees.



Travis Ramage and **Zack Dachel** are Organizational Development Specialists at UW Health, which partners with the UW Madison School of Medicine and Public Health. Travis and Zack are responsible for the development and delivery of curriculum and programming to assist in the professional and personal development of UW Health's diverse, entry-level workforce.

Prior to his time at UW Health, Travis worked for 15 years in higher education providing leadership for academic success and career development programming, delivering holistic advising and classroom instruction for a variety of learners, and working at various levels in academic administration at two-year and four-year campuses.

Prior to his current role as an Organizational Development Specialist, Zack worked in several roles at UW Health since 1999, including Culinary Services, Central Services, and Surgical Services. Additionally, he is a part-time instructor in the Surgical Technologist program at Madison College.

Networking: How to Build Campus Connections for Career Success

Northwoods Room, 3rd Floor

UW-Madison provides hundreds of career opportunities every day. Without a campus network of people who know you, and organizations to connect with, new jobs on campus are tough to land. Networking today takes many forms and this session will explore multiple ways to connect. If you are ready to expand your network and want to know the best strategies and resources to begin the process, this session is for you.

Christopher East currently serves as the Organizational Career Development Specialist with Learning and Talent Development in the Office of Human Resources. His work focuses on creating and enhancing career development programs and training for all UW-Madison employees and managers. He has an undergraduate degree in Communications and a Master in Higher Education. Christopher has trained students and education staff on career assessment, career development and job seeking skill attainment spanning private and public 4-year and 2-year institutions coast to coast. Additionally he spent about 8 years of his career supporting career readiness for K-12 in Wisconsin. He has a passion for project development and helping others fulfill their career and academic goals.



Adapting to Workplace Change

Landmark Room, 3rd Floor

Although change happens in an instant, our adaption to it can be a slow process while we go through many transitions. Session content includes:

- Understanding change and its impact on people
- Becoming a positive influence on the change process
- Strategies for becoming more adaptable



Beth Turner is a UW-Madison graduate--BA Journalism. She is an Empathia/LifeMatters trainer pleased to be serving in her home state and college campus to encourage and empower people through what matters most in life. She is an Emmy-award winning television broadcast journalist with passion for words, stories and the transformative power they carry. Beth's areas of specialty: communication, leadership, trauma, and self care.

Resume Refresh: Beyond the Basics

Industry Room, 3rd Floor

When was the last time you updated your resume? Your resume is a critical component of your marketing materials. Even if you are not in a search, you can employ your resume as an introductory piece with clients or connections to provide an overview of your background and experiences. You never know when you might hear, “Send me your resume so I can get an idea of your background.” The best time to update your resume is before you think you need it! This session will share practical tips and examples on modern resume writing techniques and design work. Bring your resume along to work on it during the session.



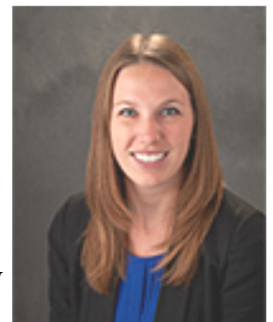
Amanda Earle brings a unique skill set to career management offerings with over nine years in career management with the Wisconsin School of Business working with Evening & Executive MBA students, Full-Time MBA students, as well as undergraduate business students. This depth of expertise in career management is complemented by her six years in corporate roles focused on service delivery and business development in the logistical and healthcare industries. Amanda earned a Bachelor of Science in business from the University of Wisconsin-La Crosse and a Master of Arts degree in student development with a focus in counseling from the University of Iowa. She is trained in Gallup CliftonStrengths and an accredited coach through Human Synergistics for the Life Styles Inventory™ 360-review tool.

Starting Off on the Right Foot in a New Role: Using Onboarding to Foster Collaboration and Community within a New Working Environment

Agriculture Room, 3rd Floor

In the Wisconsin School of Business Academic Advising Office, we believe that collaboration is key in creating a successful onboarding process. In this interactive session, we will share highlights of our onboarding process for both professional and peer academic advisors, while outlining the benefits to both new staff members and managers. Through self-reflection and small group discussions, we will provide session attendees with tools for how they can successfully build community and a collaborative environment from day one.

Jackie Murray serves as the Associate Director of Undergraduate Advising at the Wisconsin School of Business. In this role, Jackie has the opportunity to manage, mentor, and support the professional development of academic staff members, who coach students throughout their academic journey. She is also responsible for the hiring and onboarding of new staff. Prior to this role, Jackie worked as an Internship Coordinator at UW-Oshkosh's College of Business and as an Organization Advising Specialist at UW-Madison's Center for Leadership and Involvement. She earned her Bachelor of Arts in English Literature from UW-Madison and a Master of Science in Education from UW-Oshkosh.



Lauren Wypiszynski is a proud Badger alumna, who earned her bachelor of arts degree in communication arts from the University of Wisconsin-Madison in 2012. Lauren then went on to the University of Northern Iowa where she received her master's degree in postsecondary education: student affairs and started her career in higher education working as a residence life coordinator. Lauren returned to UW-Madison in 2016 where she served as an admissions counselor in the Office of Admissions and Recruitment. Since 2018 Lauren has been an academic advisor in the Wisconsin School of Business. In her role, she co-supervises student employees who work in the academic advising office while also leading the student supervisory committee in the Undergraduate Program in the Wisconsin School of Business.

Morning #2 Concurrent Sessions

11:00 a.m.–12:00 p.m.

The GAINNS Model: A New Way to Outline, Describe and Achieve Your Goals

Varsity Hall I, Second Floor

How do you feel about goal setting? Once your goals are set, how confident are you in planning, communicating and maintaining progress toward your goals? The GAINNS Model is an innovative approach to framing plans that supports goals of all types – short-term, long-term, SMART and not SMART. In this interactive workshop, participants will learn about the GAINNS Model, understand how to use it in a variety of settings and practice communicating their goals to others.

Elizabeth Schrimpf has been a career counselor in the Madison area since 2014, helping clients address issues from "Should I go to college or get a job?" to "How do I prepare for retirement?" and everything in between. She has been at UW-Madison for the last two years, helping employees within the University take charge of their own career management, make decisions about the next steps and pursue new opportunities in and around UW-Madison. This is her third year as part of Construct Your Career and she is thrilled to be back.



Fun To Function

Marquee Theater, Second Floor

Let's talk about turning your hobby into positive elements in your workplace! Work shouldn't be boring and we have the most fun with our hobbies, so why not mix the two? With enough creativity, I believe any job can benefit from any hobby. I guarantee you will leave this session with ideas to enhance your environment and discover ways to improve your productivity at both work and home .



In her non-professional life, **Robin Fisher** is an avid animal lover who strongly promotes a vegan lifestyle, hoping to end suffering and torture in all of the industries that use animals. She also tinkers with electronics and has built 3 custom computers over the years. She has recently taken up oil painting and music making (learning guitar, bass ukulele, and electronic music). Her chosen profile picture is actually a clipart that she made to use for gaming profiles.

Robin received her BS in Life Sciences Communications from UW-Madison. After graduation, she promptly landed a radio station job, only to have the journalism dream dashed 3 months later, due to the events surrounding 9/11/01. She bounced around the private sector, soaking up knowledge and skills along the way. Four and a half years ago, she joined the administrative team at the Department of Theatre and Drama. She supplements her work by participating in shared governance, advising a service fraternity, and becoming a true "Jill Of All Trades".

Emotional Intelligence@Work: Start with Empathy

Northwoods Room, Third Floor

What do emotions have to do with workplace relationships and environment? Actually, everything! Think about how emotions show up for you in times of celebration; times of change; times of conflict. They are there whether we name them or not. The good news is that there are strategies to effectively navigate the emotions that influence work relationships and environments. Empathy is arguably one of the most important components of emotionally intelligent behavior. When exercised correctly and intentionally, empathy has the power to build strong bridges during emotionally charged times that can sometimes divide us. Join us as we explore ways to build your own emotional intelligence and learn about strategies and tools to lean into differing perspectives through the practice of emotional intelligence.



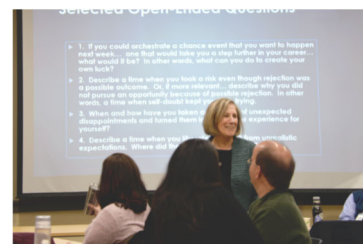
Tamie Klumpyan (she/her/hers) supports employee learning through the Office of Learning and Talent Development/Office of Human Resources—through the lens of building engagement, inclusion and diversity (EID) in the workplace. Through facilitation and consultation, Tamie is committed to engaging individuals and teams in building individual and collective capacity to positively enhance work life and work environments across campus. Tamie received her master's from Western Illinois University and bachelor's from the University of Wisconsin—Stevens Point.

Imposter Syndrome: What is it and How Can We Minimize its Impact?

Landmark Room, Third Floor

Professional success depends not only on how competent we are but also on how we feel about our successes and accomplishments. Learn what Imposter Syndrome is and its impact on career success. This session will not only examine the concept of Imposter Syndrome but will also discuss strategies for assessment and resources for minimizing its impact.

Judy Ettinger has worked at the University of Wisconsin since 1980 at the Wisconsin Center for Education Research. She has served as a Program Manager, Instructor, Counselor, and Author. Her area of expertise is in career development and career planning. She has taught numerous courses and conducted many professional development trainings for counselors and advisors during that time. Judy has also taught short courses at a number of other colleges and universities including UCLA, the University of Florida, and the University of North Carolina-Charlotte.



Ann Fillback Watt began her career at UW-Madison in 2000. Prior to her work at UW, she taught elementary school and worked as a meeting and conference planner for several companies. Ann received her B.S. in psychology and elementary education from Hamline University, Saint Paul, MN, Master's from UW-Madison in Continuing and Vocational Education and Education Doctorate in Higher Education Leadership from Edgewood College, Madison, WI.

Navigating the System: What Does it Mean for Professionals of Color?

Industry Room, Third Floor

The University of Wisconsin-Madison is a predominantly white institution which employs *22,365 faculty/staff, with approximately 22.6% (5,058) self-identifying as professionals of color. Having an understanding of the campus culture can aid in gaining the experience needed to navigate that system of professional networks and respectability, especially for a professional of color. Many professionals enter into a position with a desire to advance within their field. Panelists Gabe Javier, Karla Foster, Alice Traore, and moderator Gia Gallimore will discuss their personal experience while also providing suggestions and resources for attendees to consider as they reflect on what next steps are best for them in their career trajectory.

* Data from 2018-19 Data Digest

Gia Gallimore (moderator) is the Director of Diverse Alumni Engagement at the Wisconsin Foundation and Alumni Association (WFAA). In this role, she works to develop and establish strategic priorities to increase engagement among alumni through program/event participation, volunteering, and philanthropic giving. Since joining WFAA, Gia and her team have conducted listening sessions with alumni of color and LGBTQ+ alumni that resulted in the development of strategic engagement plans, new program initiatives, and strengthened campus partnerships. Engagement among diverse groups has increased substantially as a result of these efforts. She received her Bachelor of Arts in African American World Studies from the University of Iowa in 2004 and her Master of Education from Iowa State University in 2008. In past positions, Gia has served as the Assistant Director of the UW Multicultural Student Center (MSC), Executive Team Leader of Asset Protection for Target Corporation, and Director of Impact for the Boys and Girls Club of Dane County. She is a wife, mother of a seven-year-old daughter, and originally from the south side of Chicago.



Gia P. Euler-Plath currently is the Outreach Coordinator and Academic Advisor for the First Wave Hip Hop and Urban Arts Learning Community, which is a full-tuition scholarship program on the UW-Madison campus. First Wave is the first and only program of its kind, with three main pillars: Academics, Arts, and Activism. Before moving to First Wave, Gia was an Undergraduate Freshman Admissions Counselor in the Office of Admissions and Recruitment, as well as the First Wave Admissions Liaison.

Gia was born and raised in Madison and studied abroad in Ecuador for a year. While in Quito, Gia taught English as a Second Language courses at an English Institute, providing Gia with her first exposure into the power and gratification of education. After graduating from UW-Madison with a Bachelor of Arts in Spanish, Gia returned to Quito to work at the same university she had attended, The Pontificia Universidad Católica del Ecuador, as an English Professor. This work solidified Gia's dedication towards centering her career path on education.

Upon returning to the U.S., Gia worked as the Madison Education Specialist for the Wisconsin Department of Public Instruction's Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) for six years. She worked with students at three middle schools and one high school in Madison. Additionally, Gia served a year as the PreCollege Coordinator for Madison College before moving to the Office of Admissions and Recruitment.

Gabe Javier is originally from Missouri and is the son of Filipino immigrants. His early exposure to social justice and equity came from attending Catholic Jesuit schools in St. Louis and Kansas City. Later, Gabe attended the University of Michigan-Ann Arbor, where he earned a graduate degree in higher education administration and worked alongside peer educators at UM's Sexual Assault Prevention and Awareness Center. Gabe arrived in Madison in 2011, first serving as assistant dean/director of the Gender and Sexuality Campus Center and later the Multicultural Student Center. Gabe currently serves as Associate Vice Chancellor for Student Affairs – Identity and Inclusion, where he supports the Gender and Sexuality Campus Center, International Student Services, McBurney Disability Resource Center, Multicultural Student Center, and University Veteran Services. His research interests include socio-identity development at the intersection of multiple identities, the development and assessments of LGBTQ+ ally training programs, and digital identity development.



Alice Y. Traore is a facilitator and curriculum designer for the Division of Diversity, Equity, and Educational Achievement's Learning Communities for Institutional Change and Excellence (LCICE). Alice has been Academic Staff with the UW System since 2000, having worked at UW-Milwaukee and UW-Madison. Within higher education, she has worked in student affairs, academic affairs and multicultural affairs. Her current work is rooted in "self-work" and the implications of the portions of the U.S.'s complicated past that resulted in the origins and perpetuation of contemporary systems of oppression.

Find Your Super Powers

Agriculture Room, Third Floor

This session will help you identify the skills at which you are most competent AND the skills you most enjoy using. Sometimes referred to as your "power skills," knowing what you enjoy and do best can help you clarify your professional goals, write a better resume, or discuss your best attributes during an interview. Join us for this active learning session and get in touch with your super powers!

Max. capacity 30—first come, first served.

Moira Kelley is a senior counselor and the communications coordinator for Adult Career and Special Student Services within the Division of Continuing Studies. Her experience in higher education spans close to three decades and she has been with ACSSS for 20+ years. The majority of her career has been supporting adults making career transitions and/or continuing their education. She has presented countless career planning workshops as well as guiding individuals one-on-one through the career and education planning process. Moira was on the Wisconsin Career Development Association board from 2004-2016 serving as president for two years, and in other executive board and committee roles during her tenure with the organization. She has an MS in counseling from UW-Whitewater, a BS in psychology from Carroll College, and is certified to administer the Strong Interest Inventory and the Myers Briggs Type Indicator.



Sybil Pressprich works in Adult Career and Special Student Services at UW-Madison where she assists community adults and campus employees facing a variety of career situations. From early career explorers to those making retirement plans, Sybil helps individuals identify their interests, skills and values through individual appointments and group workshops. She has extensive experience in designing and facilitating workshops on career and job search topics and is certified to use the Myers Briggs Type Indicator and Strong Interest Inventory. Sybil is a certified Job Loss Recovery Program coach and holds a master's degree in Adult and Higher Education from Montana State University.

Afternoon #1 Concurrent Sessions

1:15–2:45 p.m.

Creative Career Design

Varsity Hall I, Second Floor

Creative Career Design (CCD) is about using your natural creativity to help discover potential career paths that are more fitting to who you are and what you want from your life. CCD is an experiential technique & process where you will engage in a creative state to help you:

1. Allow for the obvious – pay attention to “career clues” & patterns
2. Think in terms that make sense to you
3. Diminish the over-thinking/analyzing that keeps you stuck
4. Focus on your 3 I’s – interests, importance, & inspiration
5. Have fun while figuring out your next career steps

Come ready to create! Participants will leave with a poster board and the beginnings of new or validated career ideas!

Max. capacity 40—first come, first served.



April McHugh works as a career and educational counselor in Adult Career & Special Student Services, part of the Division of Continuing Studies. She has been working with adults in career transition for 20 years, providing career, personal, educational and formerly mental health counseling and educational advising. April currently serves UW staff and community adults in the Dane County area through facilitation of career planning workshops, UW’s weekly Job Search Support Group for professionals, and meets individually with those seeking more rewarding careers or are in transition and/or seeking additional education. She has her Master’s in Guidance and Counseling, is licensed as a professional counselor (LPC), nationally certified as a counselor (NCC) and holds the master career counselor (MCC) credential.

Career Growth at UW-Madison: What Does It Look Like And How To Do It

Marquee Theater, Second Floor

Are you someone looking for new skills to develop, seeking that new project or considering a leadership position down the road? Waiting for your performance review to share your thoughts is not the best approach. Attend this session to learn how to organize your ideas, initiate a conversation with your manager, and set a plan in motion. Learn about the diversity of UW-Madison resources for employee development and get a glimpse of what the future framework of career pathing may look like.

Christopher East currently serves as the Organizational Career Development Specialist with Learning and Talent Development in the Office of Human Resources. His work focuses on creating and enhancing career development programs and training for all UW-Madison employees and managers. He has an undergraduate degree in Communications and a Master in Higher Education. Christopher has trained students and education staff on career assessment, career development and job seeking skill attainment spanning private and public 4-year and 2-year institutions coast to coast. Additionally he spent about 8 years of his career supporting career readiness for K-12 in Wisconsin. He has a passion for project development and helping others fulfill their career and academic goals.



The Freedom of Failure: Embracing Failure to Become Your Strongest Self

Northwoods Room, Third Floor

JK Rowling was nearly destitute before she wrote Harry Potter. Oprah Winfrey and Walt Disney were fired from their media positions before experiencing success that has touched all of us. What about us ordinary mortals? In this interactive session, we'll explore the concept of failure and what failure has to teach us. How do we transcend traditional responses to failure, and learn instead to embrace our darkest moments to become a stronger version of who we're capable of being?



teri engelke is a doctoral candidate at Colorado State University, studying Organizational Performance, Learning, and Change; her research is on digital game-based learning. She has 20 years of experience working on university and college campuses in a variety of roles from residence life/housing to human resources coordinating staff recruitment, training, change management, organizational development, social justice education, and talent development. She currently serves as the Assistant Dean for Human Resources for the School of Education at UW-Madison.

Sarah Carroll is HR Competencies Program Manager within the HR Communities of Practice Office in the Office of Human Resources at UW-Madison. The office was formed in 2015 to foster the development of communities of practice among human resources professionals across UW-Madison. Sarah has a master's in education with an emphasis in adult learning and organizational development, and 15 years of human resources experience, including recruitment, on-boarding, training and staff development, in a variety of settings including non-profits, healthcare, the performing arts, and information technology.



Keeping Your Cool When Your Temperature's Rising: Key Skills for Challenging Conversations

Landmark Room, Third Floor

Any conversation can become a challenging one. In an instant, misunderstandings can happen and emotions can kick in. In this session we'll focus on why misunderstanding is so frequent that we'll call it inevitable. We'll explore multiple techniques for managing the moment when we feel ourselves losing our composure. It's easy to advise "keep your cool," but our brain is wired for fight or flight; neither of which is usually helpful. By understanding the structures of the brain and its deep habit of instant reactions, we'll be better able to interrupt our defensive patterns and deal with those of others. Finally we'll review listening skills to remind ourselves how to listen even when we don't feel like it.



Laura V. Page was an independent management consultant for over two decades before returning to the University in 2015. She assisted hundreds of profit and non-profit organizations on issues of organization and leadership development, strategic planning and team building. She is a frequent public speaker, seminar instructor and meeting facilitator. Laura's formal education includes a Master's in Management Development from UW-Madison and a Master's in Marketing and a for-credit Certificate in Administration from Northwestern University.

Planning Your Journey - Making the Most of Your Options for Asset Building Throughout Your Career and BEYOND!: Q and A With Experts in Financial Planning and Benefits

Industry Room, Third Floor

This is a session sponsored by UW Benefits and OHR, Retirement Issues Committee, and UW Retirement Association. The format will be Q and A with panelists from UW Benefits, UW OHR, UW Retirement Association and Retirement Issues Committee member Cliff Robb, faculty from School of Human Ecology with research interests including financial decision-making, and financial satisfaction and well-being. A big component of career development and growth is understanding how personal finances can influence choices and decisions. People with more secure financial foundations and understanding of their options not only feel more comfortable weighting different options and opportunities (i.e. the benefit of increased choice or flexibility) but also may be more inclined to avoid mistakes or pitfalls that can harm their own financial security (and potentially career path). From a lifecycle perspective, there are different steps to consider as one progresses in a career path (or in considering a career change/transition). One of the goals of this session will be to help people identify opportunities and avoid mistakes along the path (i.e. challenges of having multiple retirement accounts from multiple employers rather than rolling them into one; differences between employer sponsored options and private competitors that offer products and services). All employees have the right to be informed and to feel knowledgeable about their position, and this session aims to help employees leave feeling more competent in assessing their financial position in light of different benefit models. This forum will be interactive and open-ended so that attendees can ask relevant questions which may spark other questions from the audience. A handout with ETF, WRS and other links related to planning for retirement as well as a UWRA brochure will be made available for attendees.

Cliff A. Robb is an associate professor of Consumer Science at the University of Wisconsin, Madison. He is the faculty director for the Personal Finance program in the School of Human Ecology. He earned his doctorate in consumer economics and personal financial planning from the University of Missouri in 2007. His research interests include financial decision-making (with an emphasis on the relationship between financial knowledge and observable financial behavior), college student financial behavior (with an emphasis on debt management), and financial satisfaction and well-being. He serves on the Editorial Boards for the Journal of Financial Planning, the Journal of Consumer Affairs, and the Journal of Financial Counseling and Planning.



Planned Happenstance for an Uncertain Future

Agriculture Room, Third Floor

Chance plays an important part in everyone's career, yet most people underestimate its power. Given the uncertain nature of the rapidly changing world of work, we need to develop the skills to recognize chance events as crucial opportunities for intentional career growth. In this interactive workshop, we will introduce a career theory, Planned Happenstance, that will teach you how to actively search for, recognize, and capitalize on unplanned events in your life.



Audrey Cowling is a Career Advisor in the Career Exploration Center at the University of Wisconsin-Madison. She has a Bachelor of Arts in psychology and Spanish from the University of Wisconsin-Oshkosh, and a Master of Arts in community counseling from Marquette University.

Claire Peters is also a Career Advisor in the Career Exploration Center. She majored in journalism at UW-Madison, and then earned her master's degree in counseling here. She has worked with the Cross-College Advising Service and the Career Exploration Center for 18 years.



Afternoon #2 Concurrent Sessions

3:00–4:00 p.m.

Countering Career Assumptions: Multiple Interests, Nonlinear Careers, and Charting Your Next Step

Varsity Hall I, Second Floor

As professionals, we often hear phrases like "climbing the corporate ladder" to indicate a linear progression of our careers. Yet this narrow view fails to take into account life events, multiple interests, and technology's impact on the ever-changing list of available careers (among many other factors). When your career path is not straight, the ability to objectively look at your experiences and creatively envision potential futures becomes an essential part of the career development process. In this session, we will discuss nonlinear careers, reflect on interests, and practice evaluating our own skills in order to begin planning for what is next.

Heather Ferguson is a multipotentialite who has had a variety of roles in her career: journalist, group fitness instructor, breakfast operations coordinator, university seminar instructor, recruiter, and curricular specialist—to name a few. After working in college orientation for 10 summers, Heather has learned that both life and career are a series of transitions and that empowerment often comes from enjoying education, connecting with the community, and embracing being a perpetual beginner. She understands that solving today's complex problems requires interdisciplinary expertise, and she enjoys helping people examine how they can use their unique gifts to serve larger goals. Today - as the Program Manager for the Small Business Development Center (sbdc.wisc.edu) - Heather draws from her many career experiences to help entrepreneurs and small business owners transition to new stages of their careers. At the SBDC, she curates courses that help small business owners build on their own experiences to start, manage, and grow their businesses.



Leveraging Goal Setting and Feedback to Further Your Career

Marquee Theater, Second Floor

Do you feel you are doing well in your position but don't know how to rise to the next level? Are you confused as to what professional development opportunities to pursue? Do you feel lost professionally and like you are treading water? This session will explore how to use goal setting and feedback strategies to address those situations and more. By identifying your desired goals you create a way to solicit valuable feedback on your strengths and weaknesses related to achieving your goals. This information can then be used to choose professional development and other growth opportunities that will help you move in your desired direction, and to provide a strong foundation for talking to your supervisor and mentors about your career. This process can also help clarify where you don't want to go! Following this program you will be able to discuss your goals in an actionable way, effectively seek out feedback to inform where you are in relation to your goals, and have ideas on what skills, resources, and opportunities to pursue to move your career forward!

Elizabeth Harris is the Director for the Collaborative for Engineering Education and Teaching Effectiveness (CEETE). She has been part of the University of Wisconsin Madison's College of Engineering since 2012, and has worked in Higher Ed since 2001. She approaches challenges and opportunities by leveraging her background in cognitive and systems engineering, education, and technology. She particularly enjoys working to improve the effectiveness of institutions, and the experiences of students, faculty, and academic staff.



Returning to School-Is There Ever a Good Time?

Northwoods Room, Third Floor

The decision to return to school for more education is a difficult one. In addition to the cost and time invested, older students often must balance the demands of work and family. Join us for this panel discussion with advisors and returning students to learn more about what you should consider before making this decision, how to explore your educational options and motivations, and how you can better manage the demands of school, work and life as a student. Much of this presentation is a Q&A format and sharing of resources.

Ace Hilliard, MS, is a transman of color and alumnus of the University of Wisconsin where he was a first generation college student. Madison Ace has received a Bachelors of Science in Community and Non Profit Leadership and a Masters of Science in Educational Leadership and Policy Analysis, both from UW-Madison. With past experiences in student activism, being a part of and advising Greek Life, to now working and helping nontraditional within students with educational decisions in Adult Career and Special Student Services the Division of Continuing Studies, Ace values lifelong learning and making decisions based on one's personal life goals.



Sybil Pressprich works in Adult Career and Special Student Services at UW-Madison where she assists community adults and campus employees facing a variety of career situations. From early career explorers to those making retirement plans, Sybil helps individuals identify their interests, skills and values through individual appointments and group workshops. She has extensive experience in designing and facilitating workshops on career and job search topics and is certified to use the Myers Briggs Type Indicator and Strong Interest Inventory. Sybil is a certified Job Loss Recovery Program coach and holds a master's degree in Adult and Higher Education from Montana State University.

"There and Back Again"; A Student Affairs Professional's Tale of Coming Back Home to UW-Madison

Landmark Room, Third Floor

Student Affairs professionals face a myriad of pressures and challenges in today's world of higher education. From balancing work and family to moving forward professionally, this uniquely challenging journey needs support, risk, tenacity, a little luck, and reflection. Throughout this session, participants will work with the facilitator to learn from each other about how to survive and thrive in higher education today and why UW-Madison is a special place for this journey.

Dr. Ryan Bouchard is a Student Services Coordinator for the Mercile J. Lee Scholars program within the Division of Diversity, Equity, and Educational Achievement. He has been in higher education for nineteen years which started in 2000 in University Housing at UW-Madison. He left UW-Madison in 2008 and assumed senior leadership roles as Associate Dean of Students at Edgewood College and Senior Associate Dean for Student Life at Beloit College. Along the way, he earned his doctorate in Educational Leadership and added to his housing experience in areas such as judicial affairs, title ix compliance, equity and inclusion, and the first year experience. Ryan's unique journey has brought him "back home" to UW-Madison this past summer. He is excited to be back and to share his professional story to empower others to take risks and stay true to your values.



Career Management for Managers

Industry Room, Third Floor

Good managers put a lot of energy into supporting their employees - but how often do you make time to think about your own career development? In this reflective workshop, you'll have time and space to think about your career, where you are now and where you see yourself going in the future. You'll be guided through management-specific reflection activities that take your unique role of being both an employee and an organizational leader into account and leave with the tools to evaluate potential opportunities - because as you know, managers are people, too!

Elizabeth Schrimpf has been a career counselor in the Madison area since 2014, helping clients address issues from "Should I go to college or get a job?" to "How do I prepare for retirement?" and everything in between. She has been at UW-Madison for the last two years, helping employees within the University take charge of their own career management, make decisions about the next steps and pursue new opportunities in and around UW-Madison. This is her third year as part of Construct Your Career and she is thrilled to be back.



Find Your Super Powers

Agriculture Room, Third Floor

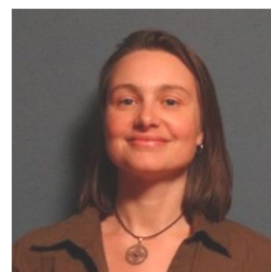
This session will help you identify the skills at which you are most competent AND the skills you most enjoy using. Sometimes referred to as your "power skills," knowing what you enjoy and do best can help you clarify your professional goals, write a better resume, or discuss your best attributes during an interview. Join us for this active learning session and get in touch with your super powers!

Max. capacity 30—first come first served.



Moira Kelley is a senior counselor and the communications coordinator for Adult Career and Special Student Services within the Division of Continuing Studies. Her experience in higher education spans close to three decades and she has been with ACSSS for 20+ years. The majority of her career has been supporting adults making career transitions and/or continuing their education. She has presented countless career planning workshops as well as guiding individuals one-on-one through the career and education planning process. Moira was on the Wisconsin Career Development Association board from 2004-2016 serving as president for two years, and in other executive board and committee roles during her tenure with the organization. She has an MS in counseling from UW-Whitewater, a BS in psychology from Carroll College, and is certified to administer the Strong Interest Inventory and the Myers Briggs Type Indicator.

Molly Krochalk is a career counselor at UW-Madison Adult Career and Special Student Services (ACSSS). In this position she helps Madison community members (non-students) who want to make a career transition. Through ACSSS, Molly offers free individual appointments and co-facilitates a job search support group. In addition to career counseling, she has held a variety of positions such as ceramic artist and teacher, bilingual Spanish interpreter, and organic farmhand. This wide variety of experience helps Molly relate to people from many walks of life. Her winding path is also a testament to how people can change careers in big and small ways over time.



SAVE THE DATE

OFFICE PROFESSIONALS CONFERENCE

Wednesday, April 22, 2020

Union South

Office Professionals Conference participants will experience personal enrichment opportunities full of skill building, networking, and learning practical tools.

TEACHING AND LEARNING SYMPOSIUM

Thursday May 14, 2020

Union South

Teaching and Learning Symposium provides an opportunity for the UW-Madison teaching and learning community to gather, learn, and connect.

WOMEN AND LEADERSHIP SYMPOSIUM

Wednesday, June 3, 2020

Union South

Women and Leadership Symposium provides an engaging and inclusive environment where the Madison community can gather, network, and emerge as leaders.

RESEARCH PROFESSIONALS CONFERENCE

Tuesday, June 16, 2020

School of Nursing

Research Professionals Conference is intended for research staff functioning as laboratory technicians or laboratory managers.

WELLNESS SYMPOSIUM

Thursday, October 22, 2020

Union South

The university is committed to supporting every employee and student in being their best self while at UW–Madison.

LEADERSHIP AND MANAGEMENT DEVELOPMENT CONFERENCE

Wednesday, November 18, 2020

Union South

Leadership and Management Development Conference assists in the development of leaders and potential leaders within the Madison community in an engaging environment.

Register for these conferences and other offerings at
<https://hr.wisc.edu/professional-development/>



PROFESSIONAL DEVELOPMENT

University of Wisconsin-Madison

Building Inclusion@UW-Madison



What: Courses designed to empower you with knowledge and skills to support and integrate (fully and actively) healthy, inclusive and engaging practices, thereby fostering inclusive workplaces. Are you interested in building capacity for inclusion across campus? Here, you can explore learning opportunities that engage you in:

- Active self-discovery
- Understanding others to leverage the diversity around you
- Integrating inclusive practices within your work unit

Why: We all have the right to - and responsibility for creating - an inclusive community that reflects the university's commitment to "creating a welcoming and inclusive community for people from every background". Learn and practice strategies to embrace fresh ideas, hidden talents, and collective contributions in a way that makes all people feel like they matter and belong.

Contact: Tamie Klumpanyan, tklumpanyan@wisc.edu, 608-263-4972

Conferences



What: High-quality professional development tailored for a specific subject matter and audience. Most programs are full day and feature plenary sessions, workshops, and networking opportunities. Symposiums (indicated with *) are open to members of the Madison community.

- Office Professionals Conference*
- HR@UW Conference
- Teaching and Learning Symposium
- Women and Leadership Series*
- Leadership and Management Development Conference*
- Employee Career Conference
- Wellness Symposium
- Research Professionals Conference

Why: Each conference is designed to increase knowledge and help achieve excellence in job responsibilities, while supporting career development.

Contact: Nancy Kujak-Ford, conferences@ohr.wisc.edu, 602-265-8982



Learning and
Talent Development
OFFICE OF HUMAN RESOURCES
UNIVERSITY OF WISCONSIN-MADISON

The Learning and Talent Development department is the campus leader for professional development for UW-Madison and UW Extension faculty and staff. Our programs help promote and support healthy, inclusive, and engaging work environments.

To register for free and low cost courses, visit hr.wisc.edu/professional-development/. Like us on Facebook @LearningAndTalentDevelopment

Thrive@UW-Madison



What: The program is a set of courses are the beginning of a journey where individuals seek answers to: "What does it look like to be a thriving employee at UW-Madison?" Courses provide space for participants to see their role in creating a healthy, inclusive and engaging work environment.

Why: The program is a place to develop skills to understand multiple perspectives, form trusting relationships, communicate effectively and navigate challenging work situations. Success in your career is dependent on understanding who you are and how you come across to supervisors, customers and peers in a variety of contexts.

Contact: Lindsay Falkowski, lindsay.falkowski@wisc.edu, 608-262-4564

Fully Prepared to Lead



What: A competency-based professional development program for any employee regardless of formal leadership role. It is integrated with the Leadership @ UW Framework to maintain a consistent, common leadership language across campus. This program defines leadership as personal thoughts, actions, and behaviors to help influence positive change. Leadership can be practiced by anyone at any level.

Why: Formal position or authority does not define leadership, therefore all employees have the ability to make a difference in their current and future roles. **Contact:** Theresa Kim, theresa.kim@wisc.edu, 608-262-9934

Fully Prepared to Manage



What: A professional development program for managers and supervisors. The program will identify resources available to managers and supervisors, and help them practice skills to thoughtfully and effectively manage their teams.

Why: According to Gallup, 50% of US adults have left their job to get away from their manager. By learning practical skills to support your team, you can be a manager employees want to work for!

Contact: Julie Kovalaske, julie.kovalaske@wisc.edu, 608-890-0806

Well-Being



What: A program that coordinates well-being opportunities to improve UW-Madison's employees' health, engagement, productivity, and satisfaction. By working with well-being champions within individual campus units first, we aim to expand the culture of well-being campus-wide in partnership with the UWell Partnership Council.

Why: Employees who work for organizations that support well-being at work say that they feel like their employer cares about them. As a result, they are more engaged, productive, happier and healthier.

Contact: Nicole Vogel, nicole.youngberg@wisc.edu, 608-260-1769

Division of Continuing Studies

UW–Madison Division of Continuing Studies noncredit programs connect you with highly qualified, credentialed leaders in a variety of fields.

PROFESSIONAL DEVELOPMENT PROGRAMS

continuingstudies.wisc.edu/professional-development

- **Behavioral Health**

Workshops, certificates, and conferences addressing a range of behavioral health topics for psychologists, social workers, counselors, health educators, and other human services providers. Programs share up-to-date research and best practices, and provide relevant continuing education hours.

- **Certified Public Manager® Program**

Address the challenges and unique demands of the public management profession. Self-directed, group, and individual classes provide accreditation for federal, state, government, nonprofit, and tribal managers.

- **Distance Teaching and Learning (DT&L)**

Integrate strategies for excellence in online teaching and learning into the classroom. Extensive online certificates, conferences, workshops, and customized trainings bring strength to any online learning environment.

- **Leadership, Management, and Workplace Skills**

Lead your team to remarkable results and successfully contribute to critical organizational goals. Conferences, certificates, customized training, and classes provide executives, supervisors, and managers with the skills to succeed.

- **Professional Coaching**

Learn to guide, inspire, and empower others to reach their personal and career potential. Choose between two innovative coaching certificates that embody the core competencies of the International Coach Federation.



Division of Continuing Studies

UW–Madison Division of Continuing Studies can help you access credit learning opportunities at UW–Madison and provides you with career management assistance.

CREDIT PROGRAMMING

- **University Special students | acsss.wisc.edu/special-student-types** ACSSS admits University Special students looking to take courses outside a formal degree program. Special students range from those seeking professional development to those taking prerequisites for a graduate or professional program or even working on a Capstone Certificate (see Professional Degrees and Certificates).
- **Badger Ready | acsss.wisc.edu/badger-ready**
If you have at least 24 transferable credits but no 4-year degree, have been out of school for a few or more years, and may not currently qualify for UW–Madison transfer admission, Badger Ready may be an option for you to complete your degree at UW–Madison.
- **Professional Degrees and Certificates | pdc.wisc.edu**
Professional degrees and certificates target emerging workforce demands. Our programs are offered in flexible delivery formats that fit the lives of working adults.

CAREER ASSISTANCE

acsss.wisc.edu

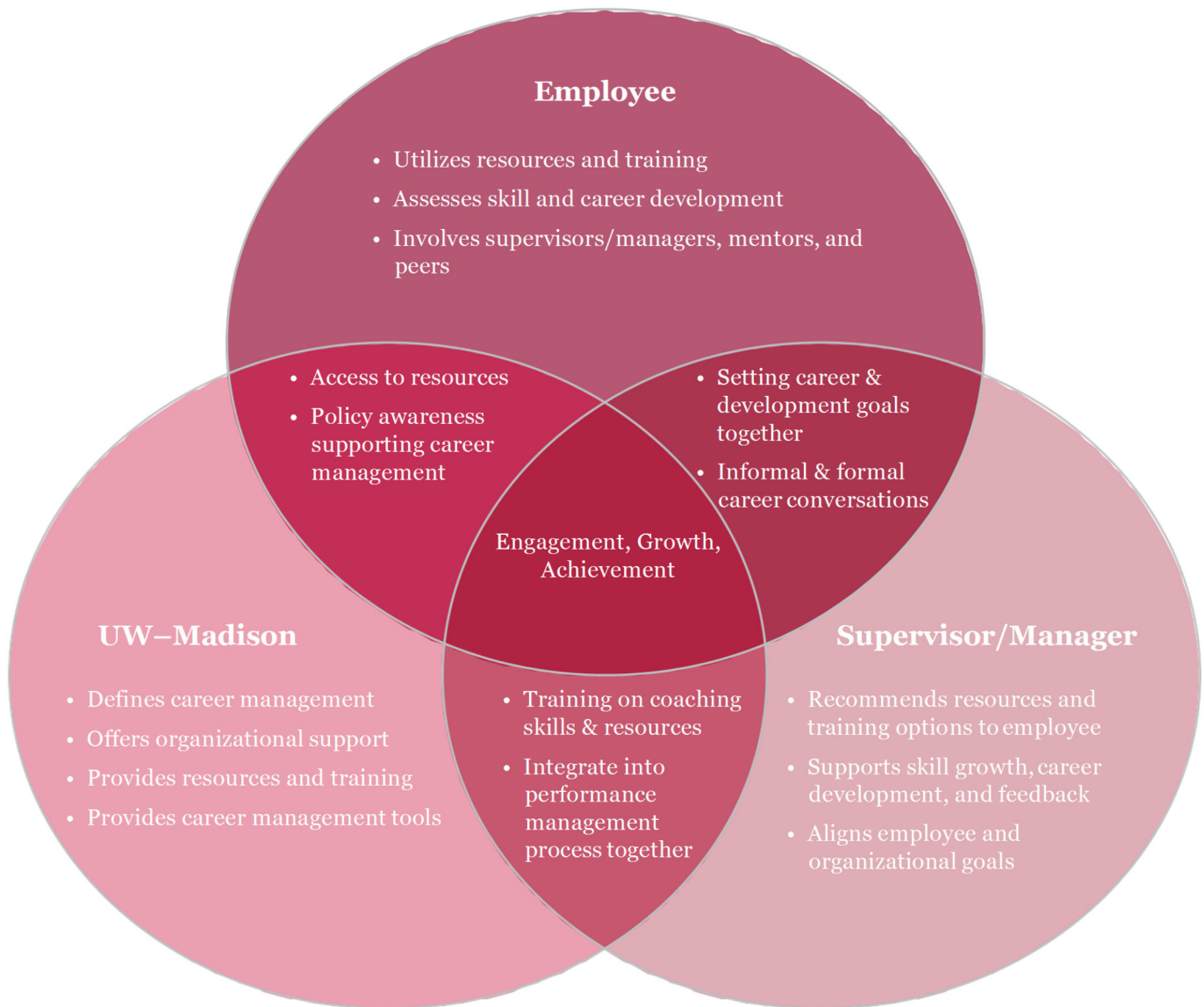


If you are thinking about changing careers or returning to school (regardless of which school) but aren't sure where to start, staff at Adult Career and Special Student Services can help. We offer an array of services for adults who want to explore career options or continue their education. You can schedule an appointment to meet with a counselor or advisor, participate in one or more of our workshops, visit our career resource library, and/or utilize our online resources.



Career Management is the process of identifying and aligning skills, strengths, and goals with organizational needs and individual well-being.

Career Management Roles at UW–Madison



UW–Madison is committed to providing career management support through policy, online tools, and learning resources.

Managers support career management by coaching employees and creating a plan to achieve career-related goals. The manager considers individual skills, strengths, and professional goals and aligns these with UW–Madison strategic plans.

Employees will utilize resources to engage in career conversations, goal setting, and professional development planning, and gain awareness of the lifelong impact work has on their cognitive, emotional, and social well-being.



Continuing Studies
UNIVERSITY OF WISCONSIN-MADISON



Learning and Talent Development
OFFICE OF HUMAN RESOURCES
UNIVERSITY OF WISCONSIN-MADISON

Need More Career Help?

If you are unable to see a career professional at the conference resource fair, contact UW–Madison's Adult Career and Special Student Services to find more education and career management resources or set up a confidential, one-on-one appointment with a career counselor. Contact us at 608-263-6960 or acsss.wisc.edu

Lunch Menu

Mixed greens with avocado ranch (on side, not GF)
Salsa verde fire-braised chicken (both GF)
Taco beef (not GF)
Black beans (GF)
Cilantro lime rice (GF)
Flour tortillas (not GF)
Shredded cheddar, lettuce, tomato, and onion (GF)
Corn tortilla chips (GF, but made in non- GF fryer)
Salsa and sour cream (both GF)
Sugar cookies (GF cookies by request day of)
Cold beverages



Resource Fair Participants

Visit the Varsity Hall II & III to meet with departments across campus and learn about what services they provide employees.

- Campus Supervisors Network CoP
- Division of Continuing Studies
- Employee Assistance Office
- Learning and Talent Development (OHR)
- Office of Compliance
- Rotational Job Programs (OHR)
- Title and Total Compensation (OHR)



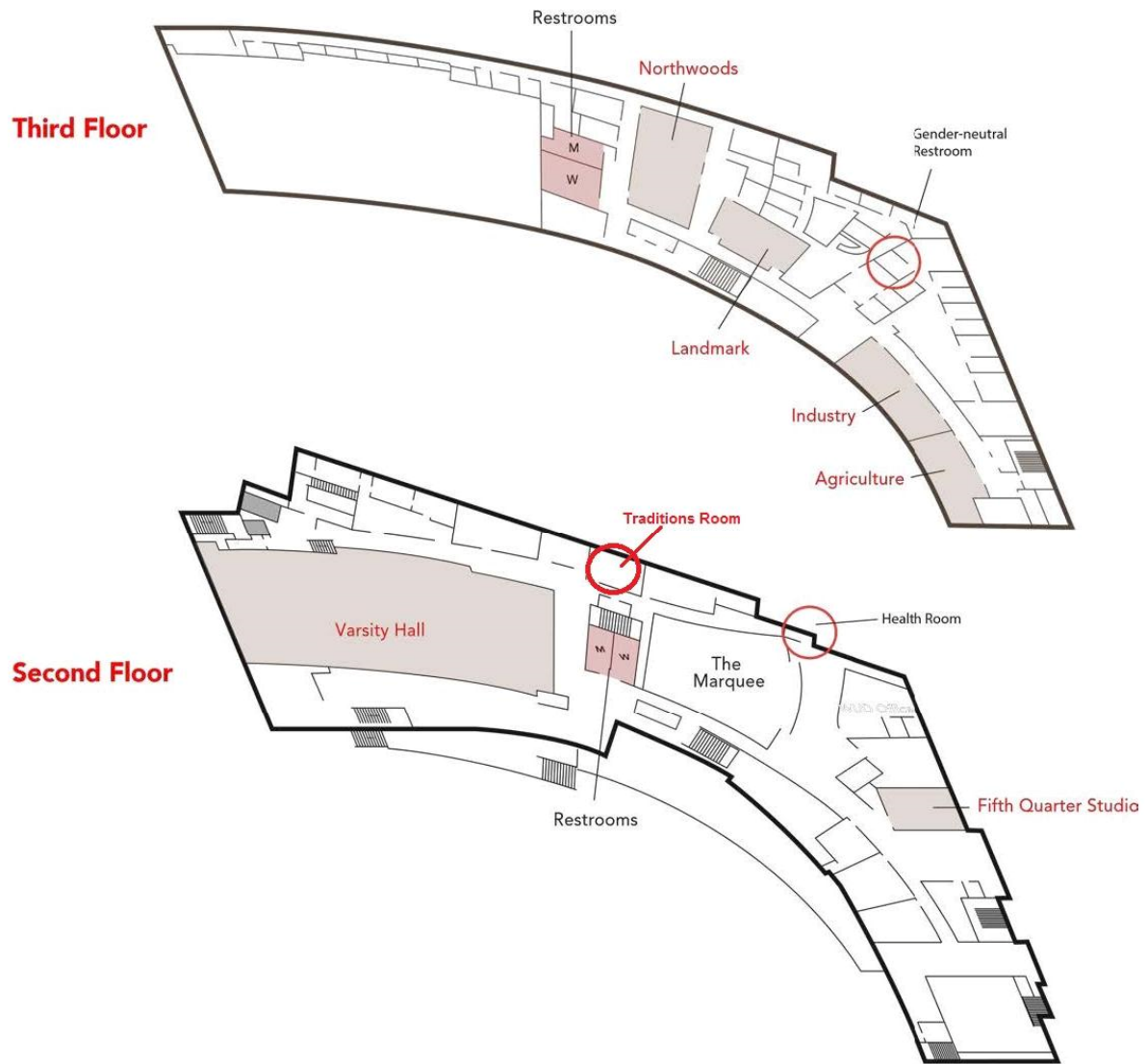
UW-Madison Employee Assistance Services Consultation when you need it!

<p>Strategies for employees dealing with personal issues.</p> <ul style="list-style-type: none">➤ As a trusted leader, employees may share personal concerns with you➤ Remind employees about the confidential, free Employee Assistance Services (financial, legal, child care, elder care, and more)➤ Let employees know they can access 1-5 personal counseling sessions for individuals or couples➤ Counselors are available to listen and support employees and their immediate family members by phone or text any time, day or night	<p>Use Employee Assistance Services when you are coaching for performance concerns.</p> <ul style="list-style-type: none">➤ When do I say something, and how do I say it?➤ How can I provide feedback in a way that it will be heard?➤ Find support for addressing conflict on your team➤ Contact Employee Assistance Services for support after a crisis or disruptive event has impacted your employees
<p>Support for you as a leader.</p> <ul style="list-style-type: none">➤ All EAO and LifeMatters services are available to you and your spouse, partner, significant other/household members➤ LifeMatters has a nationwide network if you have dependent adult children or elders in other states➤ Check out the robust LifeMatters website www.mylifematters.com<ul style="list-style-type: none">❖ Password: Bucky1 for employees❖ Bucky2 for managers and HR professionals➤ Explore webinars, self-assessments, legal forms, financial calculators or download a simple will kit	<p>Confidential, in-the-moment problem solving. To begin the conversation...</p> <ul style="list-style-type: none">➤ Life Matters 800-634-6433 Identify yourself as a UW-Madison employee or family member or Text "Hello" to 61295➤ Employee Assistance Office 608-263-2987, eao@mailplus.wisc.edu Website: www.eao.wisc.edu <div></div>

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Union South Floor Plan



Conference Schedule

7:30 a.m.	Registration and Breakfast <i>Varsity Hall II & III</i>					
8:30 a.m.–9:30 a.m.	Keynote Address: How to Stay S.T.R.O.N.G. When Managing Your Career – Ellen Bartkowiak <i>Varsity Hall II & III</i>					
	Varsity Hall I <i>Second Floor</i>	Marquee <i>Second Floor</i>	Northwoods <i>Third Floor</i>	Landmark <i>Third Floor</i>	Industry <i>Third Floor</i>	Agriculture <i>Third Floor</i>
9:45 a.m.–10:45 a.m. Concurrent Session 1	Tapping Into the Four Tendencies at Work <i>Maureen Muldoon</i>	Foundations for Success: A Learning Framework for Employee Development <i>Travis Ramage and Zack Dachel</i>	Networking: How to Build Campus Connections for Career Success <i>Christopher East</i>	Adapting to Workplace Change <i>Beth Turner</i>	Resume Refresh: Beyond the Basics <i>Amanda Earle</i>	Starting Off on the Right Foot in a New Role <i>Jackie Murray and Lauren Wypiszyński</i>
10:45 a.m.–11:00 a.m.	Break - Varsity Hall III & 3rd floor					
11:00 a.m.–12:00 p.m. Concurrent Session 2	The GAINNS Model <i>Elizabeth Schrimpf</i>	Fun to Function <i>Robin Fisher</i>	Emotional Intelligence @Work <i>Tamie Klumppyan</i>	Imposter Syndrome <i>Judy Ettinger and Ann Fillback Watt</i>	Navigating the System <i>Gia Gallimore (moderator), Panelists: Gia P. Euler-Plath, Gabe Javier, and Alice Traore</i>	Find Your Super Powers <i>Moira Kelley and Sybil Pressprich</i>
12:00 p.m.–1:00 p.m.	Lunch & Resource Fair - Varsity Hall II & III					
1:15 p.m.–2:45 p.m. Concurrent Session 3	Creative Career Design <i>April McHugh</i>	Career Growth at UW-Madison: What Does It Look Like And How To Do It <i>Christopher East</i>	The Freedom of Failure: Embracing Failure to Become Your Strongest Self <i>teri engelke and Sarah Carroll</i>	Keeping Your Cool When Your Temperature's Rising: Key Skills for Challenging Conversations <i>Laura V. Page</i>	Planning your Journey <i>Cliff A. Robb</i>	Planned Happenstance for an Uncertain Future <i>Audrey Cowling and Claire Peters</i>
2:45 p.m.–3:00 p.m.	Break - Varsity Hall III & 3rd floor					
3:00 p.m.–4:00 p.m. Concurrent Session 4	Countering Career Assumptions <i>Heather Ferguson</i>	Leveraging Goal Setting and Feedback to Further Your Career <i>Elizabeth Harris</i>	Returning to School-is There Ever a Good Time? <i>Ace Hilliard and Sybil Pressprich</i>	"There and Back Again" <i>Ryan Bouchard, Ed.D.</i>	Career Management for Managers <i>Elizabeth Schrimpf</i>	Find Your Super Powers <i>Moira Kelley and Jessica Swenson</i>

Foundation

Framing

Renovating