



11th Annual  
**WOMEN &  
LEADERSHIP**  
*Symposium*

**University of Wisconsin-Madison**

*July 2, 2019*  
*Union South*



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

# Plenary Sessions

## *Keynote Address*

8:30 a.m.–9:30 a.m.

Varsity Hall II & III

**“Her Story: The Power of Unleashing Our Inner Beginning”**

Gloria Reyes

*Deputy Mayor to Public Safety, City of Madison*



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## *Endnote Address*

3:45 p.m.–4:30 p.m.

Varsity Hall II & III

**“Leadership Journeys: How campus women leaders paved their paths”**

*Moderated by Jessica Swenson*



**Lois Brooks**

*Vice Provost for Information  
Technology and Chief Information  
Officer*



**Lisa Carter**

*Vice Provost for Libraries and  
University Librarian*



**Gloria Hawkins**

*Assistant Vice Provost and Director  
of Chancellor's and Powers-Knapp  
Scholars*



**Eden Inoway-Ronnie**

*Chief of Staff, Provost Office*

## **NEW UW–Madison Women and Leadership Website**

**[hr.wisc.edu/women-and-leadership](http://hr.wisc.edu/women-and-leadership)**

This NEW site contains information about the annual Women and Leadership series (symposium, coffee and conversation, and book discussion), along with other women leadership programming taking place on the UW–Madison campus. Please check it out and connect! Any suggestions for or additions to the site should be sent to [conferences@ohr.wisc.edu](mailto:conferences@ohr.wisc.edu).

# **Save the Date!**

## **UPCOMING WOMEN AND LEADERSHIP EVENTS**

Please register at [hr.wisc.edu/women-and-leadership](http://hr.wisc.edu/women-and-leadership)

### **Coffee and Conversation**

Course, Connection and Conversation

*Free Event, Registration is Required*

September 16, 2019

October 3, 2019

November 7, 2019

February 6, 2020

March 5, 2020

April 2, 2020

### **Book Discussion**

Join your fellow Women and Leadership Peers

*Free Event, Registration is Required*

October 16, 2019

### **Symposium**

June 3, 2020

# Thank You to our Event Partners

This day of learning and leadership is made possible by our event partners:

## UW–Madison Women Deans

## UW Foundation Women’s Philanthropy Council

[uwfoundation.wisc.edu](http://uwfoundation.wisc.edu)

## UW–Madison Committee on Women in the University

The Committee on Women in the University recommends to administrative offices and governance bodies changes in university priorities, policies, practices, and programs that would improve the status of women. They collaborate and consult with administrative offices and governance bodies to more fully support gender equity, employee engagement, and inclusive and respectful culture, and diversity. Additionally, the Committee evaluates and monitors the status of women employees at the university in topics including, but not limited to, childcare, parental leave, and lactation rooms.

[sefac.wisc.edu/senate/2013/1202/2457.pdf](http://sefac.wisc.edu/senate/2013/1202/2457.pdf)

## UW–Madison Office of Learning and Talent Development

## Office of Human Resources

[talent.wisc.edu](http://talent.wisc.edu)

## Go paperless!

We’re excited that you’re joining us for this year’s Women and Leadership Symposium. To make the most of your conference experience, download **Convene**, the official mobile app of the Women and Leadership Symposium.

To get the app:

- 1) Download **Convene** for Android or iOS
- 2) Sign in with Facebook, Twitter, LinkedIn, Google Plus, or your email address
- 3) Enter event code: **WLS2019**

# *Featured Sessions*

9:45 a.m.–10:45 a.m.

## **The Life-Changing Magic of Joyful Delegation**

Liisa L. Bergmann

*Varsity Hall I*

Many women feel great pressure to do more and perform perfectly, both at work and at home. No one can do it all, however, and with few exceptions, the most accomplished people in the world are figureheads for large, high-performance teams. My own decision to start delegating was a result of personal necessity, and at first I was ridden with anxiety and guilt. Three years later, I have revolutionized my thinking so that I now embrace delegation and consider it empowering and fun. I will reveal the changes in my thinking that I hope will help any individual delegate more frequently with greater peace of mind. Creativity can help any individual delegate more often, to great personal benefit. I will discuss how to discern when one should delegate—and when one should not. I will also discuss how to discern when one should stop delegating a particular task to a particular individual or team, or at all. Finally, I will address the anxiety and imposter syndrome that might be exacerbated as you increase your delegation. My interactive presentation will be followed by small group discussions about experiences with delegation, and we will conclude together as one group, in order to learn from each other.

## **Managing Stress by Improving Your Self-Talk**

Elizabeth Odders-White

*Marquee Theater*

Let's face it, life isn't always easy. Many of us spend our days running from one thing to the next with little time to breathe, leaving us feeling overwhelmed and exhausted. Although our stress is often triggered by events outside our control, the messages we send ourselves can have a huge impact on how we experience life's ups and downs. In this session, we'll learn simple strategies for shifting our self-talk in ways that can lead to a greater sense of calm, increased energy, and improved overall well-being.

## **Parenting in the Modern World: Why Your Family Culture Matters and What You Can do to Create Something Incredible**

Megan Thornburgh

*Fifth Quarter Room*

Do you ever feel like time is going too fast? That you and your family are so busy and life is passing you by and you're not sure if this parenting gig is fun, exhausting, stressful or a mix of all three? Parenting in this modern world is hard. Having tools to bring into your home that will create a family culture based on your values brings a new light and lightness to the challenges of parenting. Join Megan Thornburgh as we talk about why we need self-care and not #selfcare. We will delve into anger and why it is an important and natural part of both parenting and being a kid. You will also leave with a way to set up family rules that will make life easier and more fun for everyone in the family—regardless of age. Your family culture is important. It's what our children will look back on, and it is the frame that shapes our children's lives; let's make it the very best we can.

# *Featured Sessions*

9:45 a.m.–10:45 a.m.

## **Drop the Drama and Create Extra-Ordinary Outcomes**

Cheri Neal

*Northwoods Room*

Our world. Businesses. Media. Schools. Lives. All fueled, unfortunately all too often in today's chaotic times, by drama. The result? Toxicity in our lives that sends us careening down a negative path instead of elevating ourselves to grow, transform, and align us with the people, passion, and practices that will catapult us towards our goals and dreams. The tough part? Naming it. Recognizing it. It's called the Dreaded Drama Triangle (DDT)—and it's like quicksand. Once you step into it, you can lose your footing and get sucked under. It is a human response to the flight, fright, freeze or appease mode. And the cost? Precious time, money, energy—even relationships. In this eye-opening presentation, speaker and trainer Cheri Neal will share with you debilitating dynamics that keep you trapped in dysfunction and then teach you the impactful strategies that will allow you to transform the way you interact with others. Then? You can lead with confidence and compassion, achieve your goals and lead a more extraordinary life.

## **Improving Workplace Performance**

Julie Kovalaske

*Landmark Room*

In the workplace, there is no shortage of ideas for what could be done differently. But how do we know if these ideas will actually make a difference, or if we are just adding more work? Attend this session to learn a process to identify an issue in the workplace and create a comprehensive solution to effectively address the issue. During this session we will review a case study and your own personal work experiences.

## **Running Interference: Lessons for Female Leaders from the Intercollegiate Athletics Lens**

Sheridan Blanford and Kayla Gross

*Industry Room*

While the last several years have seen the hiring of several female AD's at FBS Division I institutions, and an increase in the hiring of females overall, many challenges still exist for women working in intercollegiate athletics. In fact, an annual study on gender and diversity in intercollegiate athletics gave the NCAA, overall, a C+ for gender hiring in 2018. These challenges and disparities are not unique to intercollegiate athletics, however. The rise of the #MeToo movement and increase in research focused on women's experiences in the workplace have made clear that women encounter a labyrinth of challenges across all industries and sectors. Utilizing research on diversity/inclusion and female leadership and lessons from their personal experiences creating and leading programs in intercollegiate athletics, Gross and Blanford will 1) identify challenges facing women in the workplace, 2) outline the competencies and tools women can employ to navigate the challenges and opportunities of male-dominated workplaces, and 3) discuss ways organizations can best support female employees and foster an equitable, diverse, and inclusive work environment.

## **Leading Education as Women of Color: Challenges and Opportunities**

Mariana Castro and Diep Nguyen

*Agriculture Room*

In this interactive workshop, participants will explore issues of bias and prejudice encountered by women of color in leadership. We will share our stories and invite participants to explore commonalities with their own leadership journeys. Participants will identify opportunities for uncovering societal, institutional and individual biases and discrimination toward women of color in leadership roles. Through critical reflection, participants will identify concrete actions that help them navigate these challenges and enhance their influence as leaders through collaboration and inclusion.

# *Featured Sessions*

11:00 a.m.–12:00 p.m.

## **Building Strong Teams through Appreciation and Inclusion**

Deborah Biddle

*Varsity Hall I*

Appreciation and inclusion go a long way in the workplace toward producing highly innovative, collaborative and productive teams. And the most effective teams and leaders know the value that comes with recognizing the successes of those they work with! How well your team handles difference in many ways, depends on the example and standards you set. The way forward begins with you and the degree to which you are open and active about working to foster healthy, diverse, and inclusive environments and teams. In this session, Deborah Biddle, owner of The People Company LLC., will share strategies to communicate authentic appreciation and demonstrate inclusion in meaningful ways to your coworkers. You'll leave with tips that'll help you increase organizational productivity, job satisfaction, engagement, loyalty and physical and mental health in your workplace!

## **Remain Quiet, Nod, and Mm-Hmm: Why You Fall Short of Truly Actively Listening to Others, Why that Matters, and What You Can Do About It**

Chariti Gent

*Marquee Theater*

Chariti's presentation is a mixture of lecturette combined with activities. This presentation approach allows participants to get first-hand practice with the skills of active listening. Participants will walk away with three things they can be doing immediately to improve their communication in the workplace and in their daily lives.

## **Basic Investment Education**

Kristy Igl

*Fifth Quarter Room*

We will discuss some basic investment education that will hopefully familiarize you with your options. The purpose of this seminar is to give you practical information to assist you in pursuing your investment goals.

## **Project Management Techniques to Make You More Productive at Work, Home, Everywhere**

Nicole Olthafer

*Northwoods Room*

Women manage an infinitely increasing amount of work. Have you been hearing about invisible labor? How about emotional labor? Not to mention the actual visible labor of home and work. Learn some project management tactics for managing, sharing and getting the labor done quickly and efficiently so you and your loved ones can stay sane.

# *Featured Sessions*

11:00 a.m.–12:00 p.m.

## **The Black Woman Walks: Sistah Show Up and Show Out**

Antoinette “Bonnie” Candia-Bailey

*Landmark Room*

A savvy woman is a woman of presence and purpose! Presence is the ability to share space with others and profoundly penetrate the room with a powerful aura that attracts people. Participants will have an opportunity to self-reflect on how they show up in a space. How they are being perceived by others. The goal is to self-examine participants’ executive presence in spaces.

## **Becoming the CEO of Your Life**

Anna Gouker

*Industry Room*

Keeping steady in a disorderly world is a constant challenge. Every day can feel like an avalanche of surprises; good and bad! Join Anna as she delivers her no-nonsense business approach to life and achievement. With her diverse professional background delivering human services and taking political action, Anna has learned the benefits of Inc-corporating executive power into one’s personal life. Follow along as she guides you through the steps of moving forward with your dreams like a boss. Your future starts today.

## **Cultivation of a Growth Identity**

Dawn Regenbogen

*Agriculture Room*

In giving/receiving feedback it’s not one size fits all. The most recent research shows that much of the traditional information on giving/receiving feedback is not relevant when working with women. This workshop will give you tools that have been shown to be effective in developing women’s authentic leadership.

# *Featured Sessions*

1:15 p.m.–2:15 p.m.

## **Make Peace with Your Inner Critic: From “Shoulds” and Stress to Peace of Mind and Self-Esteem**

Annie Notestein

*Varsity Hall I*

Your Inner Critic loves to beat you up with criticism, make you work way too hard, feel worried and anxious, and put up with unfulfilling relationships. It's also quite skilled at sabotaging your decision-making—and the success and happiness you're desiring. But, there's another way! Annie Notestein will teach three steps you can take to make peace with your Inner Critic and shift from living with “shoulds” and stress to peace of mind and self-esteem. You'll learn how to recognize when your Inner Critic is operating, how it's impacting your decision-making and your self-esteem and confidence. You'll learn an empowering method to make decisions that support you.

## **Perfecting the Art of Silent Leadership**

Carrie Anton

*Marquee Theater*

Silence is likely the last trait we want to assign to women in leadership roles. For too long females haven't had a voice at the table. Now that we do, the inclination might be to speak up and apply the same iron fist tactics upon which many men have relied in the past. But while there is a time and a place for females to be loud and proud, it likely isn't while serving as managers and leaders. During this session, we'll explore the powerful and effective role women can play when adopting a more introverted approach to managing and supervising, known as Silent Leadership. Not the meek or hesitant leadership style it might seem to be, Silent Leadership draws upon women's natural tendencies toward collaboration, compassion, listening, and approachability. Attendees will leave having a better understanding of how to motivate teams and increase productivity by employing a quiet confidence that speaks volumes.

## **Balance and Strength: Leveraging Feedback to Optimize Performance and Manage Imposter Syndrome**

Elizabeth Harris

*Fifth Quarter Room*

Constantly battling imposter syndrome and other performance insecurities adds unproductive stress to an effective leader's load; however, many leaders are doing just that. By taking these insecurities as opportunities to strengthen leadership skills and performance, a leader can move forward from an authentic position of strength. Asking for excessive feedback can be viewed as lacking confidence, but when done with self-awareness and a specific goal in mind feedback can be a powerful tool that supports an effective leader. Soliciting feedback properly can help with identifying current strengths and areas of improvement, and providing concrete data points that can be used to quiet the internal imposter syndrome voice. When a leader solicits feedback they can also foster a culture of growth, transparency, communication, and authenticity. In this session participants will learn how to leverage processing tools and feedback to improve communication, improve performance, and minimize the stress of imposter syndrome.

# *Featured Sessions*

1:15 p.m.–2:15 p.m.

## **Embracing Disruption**

Beatrice Garrett

*Northwoods Room*

The disruption that is caused by an unexpected event such as the loss of a job, betrayal, budget cuts, or changing business models may make you look at what is happening to you versus looking at what is happening for your good. Join Beatrice Garrett, and learn that disruption is an invitation that is being extended to discover new beginnings, find purpose, and reinvent. You will understand how the process of surrendering to the disruption, believing there is a purpose, and enduring may give you the confidence to accept this invitation, and find out what is on the other side of the disruption.

## **Gaining Your Power in a Powerless Environment**

Melissa Smiley

*Landmark Room*

In September 2014, I returned to the workforce after a 2 1/2 year hiatus, and a freshly conferred Master's degree. Already feeling vulnerable to a sector of the workforce I had never worked in, I unwittingly entered into a toxic work environment that slowly left me feeling powerless and trapped. Through self-motivated professional development opportunities, I networked with strong, independent women who were paving the way in the UW System to trailblaze strategies for women to take back their careers and even redefine who they are in the workforce. Through personal experience, this presentation will acknowledge some of the very real, and sometimes subtle, ways women are held back in their careers, how to break labels and definitions placed on women in the workplace, the long-term effects toxic environments have on women, even after persevering through adversity, and the importance of recognizing and wielding self-worth in the workplace.

## **Chimera Self-Defense: Assertive Boundary-Setting in the Workplace**

Natalie DeMaioribus

*Industry Room*

Build your assertive communication skills with this workshop from Chimera® Self-Defense, a program of the Rape Crisis Center! This may mean gaining new skills, and it may mean learning to recognize the skills we already have, but participants will leave with plenty of tools for effective interaction with our colleagues, supervisors, clients, partners, family members, and strangers. This program is especially useful for those who find themselves tongue-tied at those everyday moments when we most want to speak up. The Chimera program was designed to address the way that our society socializes women, and assertive communication is one of our cornerstone concepts. This comes into play in most aspects of everyday life, but can be hardest to problem-solve at work, when it feels like there is so much at stake. Participants will learn concrete, specific techniques, both verbal and non-verbal, and will leave with increased confidence in their voice, their presence, and their ability to set boundaries.

## **Living in a Kaleidoscope World**

Lisa Robb

*Agriculture Room*

Do you have big dreams? Is there a gap between where you are and where you want to be? It is easy to get stuck. In this presentation, Lisa Robb will show you simple and effective strategies for embracing the first step. You will find your inspiration, uncover the courage to start, and understand the true nature of success. Walk away with a renewed sense of possibility.

# *Featured Sessions*

2:30 p.m.–3:30 p.m.

## **Social Capital: How to Build a Network and Effectively Activate Your Sphere of Influence**

Beverly Hutcherson

*Varsity Hall I*

People are often unaware of the importance of building social capital and unsure how to successfully network beyond knowing someone's name. What is needed is a bidirectional group of people in their sphere of influence that can be activated for a cause. This workshop will help all attendees, regardless of background, understand how revising their perspective on building and maintaining professional relationships can improve their work place advancements, both locally and beyond. I'll illuminate how building interpersonal and intercultural skills will enhance your experiences, broaden your reach and help you advance in your field from a servant leadership approach.

## **Overcoming Team Communication Challenges**

Susan Thomson

*Marquee Theater*

This session based on Patrick Lencioni's "Five Dysfunctions of a Team," will teach you and your company managers how to work together to produce synergistic results. You will learn how to overcome the fundamental communication challenge of lack of trust in order to achieve full participation in effective and open communication, all by establishing your "rules of the game" for dealing with conflict and confrontation. This foundation will facilitate a high level of commitment, culture of accountability, and massive results.

## **Self-Compassion to Drive Personal and Team Productivity**

Debbie Vyskocil

*Fifth Quarter Room*

Two critical factors can stall creativity and curb productivity: being self-judgmental and self-critical. For leadership, the need to be resilient and self-compassionate is crucial; those who constantly judge themselves cannot be highly effective. Leaders must be creative in their forward thinking plan and bounce back from adversity quickly in order to best serve members and the organization. Learn how self-compassion can elevate confidence, unblock creativity, and ignite motivation. Experience skills to open your awareness and bring self-kindness into your life. When you leave, you will have skills to implement and know the science behind them.

## **Sharpen Your Positive Edge: Shift Your Thinking for More Positivity and Success**

Tina Hallis

*Northwoods Room*

Work (and life) can be hard! It's easy for people to get stuck focusing on all the problems and challenges that stress them out. The great news is that in every moment we have a choice; we can shift our thinking to be more resilient and positive. The strategies and insights in this interactive program are designed to make that choice easier. There will be laughter and sharing as people learn the "Path for Positivity" and practice some positivity activities that they can take back to their teams.

# *Featured Sessions*

2:30 p.m.–3:30 p.m.

## **Tranquil Office**

Twink Jan

*Landmark Room*

Learn to achieve a tranquil desktop and office environment that will bring clarity to you and intangible benefits to client interaction. Business can be negatively impacted when the office, closet, break room, or desks are overdue for a cleanup. Smart organizing in these areas makes space for the psychic bandwidth of creativity, efficiency, and productivity in the workplace. Join Twink Jan, owner of Room to Breathe, for an interactive office organizing session you won't forget.

## **Feedback with Less Fear**

Kate Rotzenberg

*Industry Room*

In this interactive session, participants will learn the characteristics of constructive feedback through a demonstration of how different types of feedback impact the recipient. They will learn the guidelines for providing constructive feedback, see each step demonstrated, then apply these to a personal situation they have encountered. Finally, participants will review the common pitfalls of providing feedback and learn strategies to avoid them.

## **Artificial Intelligence and Everyday Intelligence: How to Deal with New Technologies in the Workplace**

Jo Ann Oravec

*Agriculture Room*

This presentation examines the growing assortment of artificial intelligence (AI) myths and fears, along with examples of everyday applications of AI in workplace and academic contexts. It equips participants to engage in fruitful dialogue on the potential for AI to eliminate jobs in the near future (including jobs in service industries) as well as enhance various careers and occupations. It also expands participants' practical knowledge of AI-related technologies and empowers them to explore further AI concepts and applications.

# Speakers' Bios

**Carrie Anton** As the leader of Wonder: An Idea Studio, an ideation company offering creative training, guided brainstorm sessions, and tailored strategies for innovation, UW alumna Carrie Anton has made ideas her life. Regarding leadership specifically, Anton consults for businesses, big and small, seeking to reimagine workplace culture to help improve productivity and reduce turnover. Ideation and strategic thinking are foundations of Anton's past, as she previously worked as a full-time editor for American Girl Publications' Advice & Activity line from 2005 through 2013, during which time she also wrote several contemporary nonfiction books for 8-to-12-year-old girls. Anton left the cube life in 2013 to grow Wonder: An Idea Studio while simultaneously freelance writing full time. Her writing has been published by "Women's Health," "Family Circle," "Oxygen," "Draft," and "Outside," among others. Her latest work is the co-authored book, "Me, Myself & Ideas: The Ultimate Guide to Brainstorming Solo" (Andrews McMeel, April 2019).

**Dr. Liisa L. Bergmann, MD** is a physician and clinical instructor currently in MRI Fellowship in the Department of Radiology at the School of Medicine and Public Health at UW–Madison. Dr. Bergmann is also in the Executive MBA Cohort of 2020 at the Wisconsin School of Business. Dr. Bergmann's numerous awards include the June and Sherman M. Mellinkoff, MD UCLA Medical Alumni Scholarship, Soroptimist International of Los Angeles Fellowship Award, and the Alumni Distinguished Scholarship Award from the Michigan State University Honors College. Dr. Bergmann was also nominated for the Rhodes Scholarship by MSU and for the American Medical Association Physicians of Tomorrow Scholarship Award by UCLA. Within radiology, Dr. Bergmann specializes in imaging of the heart and blood vessels. Her business interests lie in diversity and inclusion, professional development and maintaining quality of healthcare while reducing costs to patients, hospitals and tax payers.

**Deborah Biddle** With a calm, level-headed approach, keen listening, insightful questioning, and a passion for individual and organizational belonging and thriving, Deborah Biddle influences individuals and teams to successfully rethink and redo the ways they engage with people and make decisions. Deborah runs the diversity and inclusion consulting, coaching, and training firm, The People Company LLC. She works with organizations who want to leverage the power of change to heighten development and performance for their people. Deborah designs and delivers thought-provoking and challenging experiences that help people THINK better, DO better and BE better at what matters most.

**Sheridan Blanford** is the Director of Inclusion for the University of Wisconsin Athletics' Department. Blanford is the chief strategist that collaborates with various constituents within the athletic department, on campus, in the community, and around the country, to ensure that all policies, procedures and initiatives put forth by the athletic department, encompass a wide variety of perspectives and experiences. Women Leaders in College Sports selected Blanford as the 2018 Rising Star Award winner. She previously served as the Assistant Director for the Minnesota Intercollegiate Athletic Conference (MIAC). Blanford graduated from St. Olaf College, where she played basketball, and earned her Master's degree from the University of Washington.

**Lois Brooks** joined UW–Madison in August 2018 as vice provost for Information technology and chief information officer. The vice provost for information technology and chief information officer (CIO) has direct and indirect responsibility for the entire sphere of information technology (IT) related activities on campus. In conjunction with advisory groups, this role oversees the development and delivery of IT services, IT security policies and best practices, and directly manages the IT Center of Excellence, Chief Information Security Officer team, and DoIT. Prior to joining UW-Madison, Lois served as Oregon State University's vice provost for information services and chief information officer. She also served for twenty-five years at Stanford University, most recently as Director of Academic Computing. During her tenures at Stanford and Oregon State she co-founded the Sakai Foundation (now Aparento) and UNIZIN Consortium, serving on the Board of Directors for each. She also served as Executive Director of the Sakai Foundation. She is active nationally in the higher education community, having served in leadership and governance roles with the Northwest Academic Computing Consortium, Educause and Internet2. She holds a BS in Applied Economics from the University of San Francisco, an MBA from the University of California Berkeley and an MBA from Columbia University.

# Speakers' Bios

**Antoinette “Bonnie” Candia-Bailey** is a native of Chicago, Illinois. Bonnie received a Bachelor of Science, Sociology from Lincoln University in Missouri, a Master of Art, Rehabilitation Counseling from Michigan State University and a Ph.D., Leadership Studies from North Carolina A&T State University. Bonnie is the Associate Dean of Students. Bonnie is very passionate about Higher Education and the future of students. She is a student-centered leader with nearly 18 years of progressive higher education experience.

**Lisa R. Carter** is the Vice Provost for Libraries and University Librarian at the University of Wisconsin–Madison. In her role, she oversees campus libraries and provides leadership for strategic planning, fundraising, ensuring coordination of campus library collections, services and personnel and advancing campus partnerships, collaborations and initiatives. She also directs efforts to develop and enhance access to relevant, distinct and compelling content and collections, and cultivates campus, regional, national and international partnerships that facilitate scholarship and support the mission of the university and the library. Prior to joining UW–Madison, Carter served as the associate director of special collections and area studies from 2011-2018 at The Ohio State University Libraries. Carter received a master’s degree in information and library studies from the University of Michigan and a bachelor’s degree in interdisciplinary humanities from Michigan State University.

**Mariana Castro** is a researcher in the Research and Development division at WIDA. She brings more than 25 years of experience in education to WIDA and WCER. In her work, Mariana combines her background as an educator and educational leader of color, her passion for working with multilingual children, youth and their teachers, and her commitment for social justice. Mariana has a Ph.D. in Curriculum and Instruction from the University of Wisconsin–Madison.

**Natalie DeMaioribus** took Chimera® Self-Defense in college and hasn’t stopped thinking about it since. She became an instructor in 2015, and enjoys advocating a radical approach to women’s social discomforts and common fears. Recently she has expanded the program to include curricula designed for the trans community; students with intellectual disabilities; bystanders looking for intervention tools; and Chimera graduates looking for additional skills of all kinds... and there is more on the way!

**Beatrice Garrett**, Attorney, Author, and Inspirational Speaker is the Founder and CEO of BEAResilient, LLC. Beatrice has always been driven to do work that is meaningful and impactful. She is a passionate and personable advocate with extensive experience in Consumer Protection Law, and Child Advocacy. Beatrice represented clients from diverse racial, ethnic, and socio-economic backgrounds marginalized by society, and children as a Staff Attorney for a public interest law firm. Disruption came into Beatrice’s life when her position as a staff attorney was eliminated due to a loss of grant funding. She experienced intimately the discomfort and uncertainty of disruption, the emotional highs and lows, and the arduous process of trying to figure out why her life had been turned upside down. As she persevered, Beatrice discovered BEAResilient, and the three steps, Accept, Believe, and Endure™ to get on the other side of disruption, which led her to discovering her higher purpose of being an inspirational speaker. Beatrice uses the model, BEAResilient™ to teach others to embrace and persist through disruption with confidence. Beatrice is also the author of the book releasing Fall 2019, *When God Pushed the Pause Button on My Life*.

**Chariti Gent** (MA, CPCC, PCC) is the Lead Faculty Associate and Director of the UW–Madison’s Certified Professional Coach program, as well as the Founder and President of Chariti Gent Coaching and Consulting. Chariti is dedicated to creating a more compassionate and empathetic workplace and world, and she does that through her work as a professional coach, teacher/trainer, and mentor. Having done her undergrad here at the UW–Madison and her graduate work at the University of Colorado–Boulder, Chariti is now working toward her candidacy as a Master Certified Coach, the highest educational attainment for professional coaches granted by the International Coach Federation (ICF). Chariti is a member of the global ICF, the Wisconsin Chapter of the ICF, the Association of Coach Training Organizations, and is a Fellow at the Institute of Coaching at Harvard. Chariti resides in Madison with her husband, teen-age daughter, and several four-legged friends.

# *Speakers' Bios*

**Anna Gouker** Growing up in a small community near Rockford, Illinois, Anna was adopted by Wisconsin in 2011 when she began graduate studies at UW. After completing her Master's degree in rehab psychology, Anna began her career in human services by using her motivational interviewing skills and passion for advocacy to collaborate with individuals with disabilities in reaching their employment goals. Anna continues in this role today and is seeking to bring her message of empowerment to a wider audience with her forthcoming book, "Don't Ask Permission to Fly" and podcast, "Lead The Way with Anna Gouker."

**Kayla Gross** is the Special Projects Manager at Wisconsin's Equity and Inclusion Laboratory and a graduate student in the Educational Leadership and Policy Analysis program with a research foci on leadership development and women in the workplace. She previously served as Director of Beyond Football at Oregon State University (OSU), responsible for the strategic vision and implementation of a donor-funded program to develop the personal and professional competencies of student-athletes. Prior to OSU, she served as UW Athletics Community Relations Coordinator where she played a predominant role in the creation of the Badgers Give Back program and was responsible for all community initiatives and student-athlete outreach.

**Tina Hallis, Ph.D.** is a professional speaker, author, and founder of The Positive Edge. Tina is certified in Positive Psychology through the WholeBeing Institute, an Authorized Partner for Everything DiSC®, and a Professional Member of the National Speakers Association. She is the author of *Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity & Success*. Tina worked for 20+ years in biotechnology before discovering a new science in 2011 called Positive Psychology that focuses on how we can all live our best, most meaningful lives. Seeing the powerful impact this information has on improving people and organizations, Tina decided to create her own company, The Positive Edge, so she can improve the quality of people's lives and their workplaces.

**Elizabeth Harris** is the Director for the Collaborative for Engineering Education and Teaching Effectiveness at UW–Madison. Over the past 3 years she has operated as the co-owner of a multi-million dollar University project. Through this project and other leadership positions Elizabeth has had ample opportunity to work with both her own imposter syndrome, and support others as they work with theirs. Elizabeth approaches her work through the lens of her cognitive and systems engineering expertise, in addition to her background in education and IT.

**Gloria Hawkins** is an Assistant Vice Provost in the Division of Diversity, Equity and Educational Leadership (DDEEA) and Director of the Mercile J. Lee Scholars Program at the University of Wisconsin-Madison. The Lee Scholars Program is the umbrella for the Chancellor's and Powers-Knapp Scholarships for talented and outstanding students from under-represented backgrounds. Gloria has a love for UW–Madison and a commitment to the education and career development of women and under-represented minorities. She has spent 41 years on campus and 34 of those years of continuous service in various capacities including Student Services Coordinator in the School of Human Ecology; Assistant Dean in the College of Letters & Science; Assistant Dean in the School of Medicine & Public Health, and her current position. She particularly enjoys working with under-represented groups and providing opportunities for them to realize their potential. Gloria's work has given her opportunities to serve on regional and national committees and boards that examine minority representation in higher education and the workforce. Gloria has a bachelor's degree in music therapy from Michigan State University, a master's in guidance and counseling from Clark Atlanta University, and a Ph.D. in educational administration and educational policy from UW–Madison.

# *Speakers' Bios*

**Beverly Hutcherson** Having navigated a variety of science, outreach and allied health care positions, she is excited to support the next generation of health care workers. Beverly holds a Bachelor of Science in Biology from Marquette University, a graduate training in Sustainability Leadership and Social Innovation from Edgewood College and is completing her Master of Science in Reproductive Endocrinology Physiology at UW–Madison. She is the recipient of the 2017 Outstanding Woman of Color Award for UW–Madison for her work as part of a small team starting the Allied Health Education and Career Pathways department at UW Health. She is a volunteer advisor for student organizations and has been involved with restorative justice efforts for young people, and community health education, resulting in her 2018 Wisconsin Women in Government Rising Star Award. In March Beverly was the recipient of the 2019 Whole Hearted Service Award from Alpha Phi Alpha Fraternity Inc.

**Kristy Igl** is a Retirement Plan Advisor for Empower Retirement. In her role, Kristy is responsible for assisting State and public employees in Dane County with retirement planning as it relates to their Wisconsin Deferred Compensation Program and helping them understand what it takes to become retirement ready and meet their retirement goals. Kristy joined the organization in 2010. Kristy holds a Bachelor's degree in Marketing from the University of Arkansas and currently maintains FINRA Series 6, 63, and 65 securities registrations. She is sponsored by Advised Assets Group, LLC, a registered investment advisor, as an Investment Advisor Representative. She also is a Certified Financial Planner, CFP, and holds a Certified Retirement Plan Counselor, CRC, designation.

**Eden Inoway-Ronnie** was born and raised in Salt Lake City, Utah, and she is a graduate of Carleton College in Northfield, MN. After college, she began working as a paralegal with Community Legal Services, in Philadelphia, where she became interested in education. She earned an MA and PhD in the Educational Policy Studies department in the School of Education at UW–Madison and worked as a lecturer in the department. In 1997, she was hired in the Office of the Provost at UW–Madison as a postdoctoral fellow, after which she moved into a position as an academic planner. Since 2001, Eden has served as Chief of Staff /Special Assistant to the Provost/Vice Chancellor for Academic Affairs at UW–Madison, serving seven permanent and interim provosts during this period of time. Eden's current responsibilities include serving as a senior advisor to members of the Provost's office, managing the flow of issues and projects, serving as a liaison between the Provost's office and other campus offices, managing major aspects of faculty and staff appeals procedures that come before the Provost, coordinating several grant programs, supervising staff, and coordinating the agenda for several key leadership meetings. From 1990-94, Eden served on the Board of Trustees of Carleton College as a young alumni trustee and later on both the Carleton Multicultural Alumni Network Executive Board and Carleton Alumni Council. She has served as a mentor to several Chancellor's Scholars at UW–Madison over the years. In her spare time, Eden volunteers at MOMs food pantry and is working diligently to help ensure the successful advancement of her two sons from their teenage years to adulthood.

**Twink Jan** is a professional organizer and owner of Room to Breathe, a home and office organizing business that brings fresh air and efficiencies to tired, overworked people and their spaces. Twink believes that life is a precious gift and that spending it looking for the car keys or a lost shoe is happily avoidable with the right tools in the organizing toolkit. Whether clearing the garage for a new hobby, moving households, or gaining control of an office desk top, Twink helps clients turn chaos into order, save money, and boost time for building personal and business relationships.

**Julie Kovalaske** is the program manager and facilitator for Fully Prepared to Manage, a professional development series for managers and supervisors at UW–Madison. Julie has a passion for helping people learn to influence their lives and the lives of those around them. She earned her Bachelor's degree in education and a Master's degree in educational technology. Her experience providing professional development training has spanned the private, public, and international development sectors.

# *Speakers' Bios*

**Cheri Neal** helps turn adversity into opportunity by passionately assisting people to soar both personally and professionally. A dynamic speaker, Cheri mixes a refreshing blend of education and energy, enhancing lives in every facet. She has always been a trailblazer, having been the first woman to drive a snow plow for the State of Illinois, the first woman to join the Zion-Benton Kiwanis Club and the first woman elected as Zion Township Supervisor. Cheri's served in full-time elected office since 2001, championing community engagement and has been recognized numerous times for her visioning and collaboration. She holds a double B.S. in Psychology and Human Behavior in Society from the University of Wisconsin–Parkside and a Master's in Management with a Certificate in Leadership. She's a member of the National Speaker's Association, life coach and published author. She's passionate about life, family, health, Monarchs, Zinnias and helping others live their BEST life!

**Diep Nguyen** is the Director of Professional Learning at WIDA. She was a district level administrator responsible for curriculum and instruction for pre K-12 multilingual students and served as Department Chair and Associate Professor of Education in the Teacher Education Department of Northeastern Illinois University. Her recent study, with Dr. Morita-Mulaney, focused on the experiences of Asian American female leaders in education. Diep received her Ph.D. in Educational Studies from the Ohio State University.

**Annie Notestein** Certified Integrative Coach (Inner Peace and Purpose Coaching) is the peace of mind and self-esteem coach for introverts and women who are sensitive to what others say. She teaches how to make peace with your Inner Critic, let go of living according to "shoulds", and identify what you truly desire. She created two self-assessments: How's Your Self-Esteem? and Are You a People-Pleaser?, available in her Self-Esteem Starter Kit. Annie teaches: Step into the Year of Your Dreams and How to Access the Heart of Your Inner Wisdom. These workshops include learning how to listen within to confidently make decisions that are right for you - so you can live your passions with self-love and joy. Her CD/MP3, Your Peaceful Heart, connects listeners, step-by step, to the heart of their inner wisdom to foster peace of mind and body. Annie is a UW alumna.

**Elizabeth Odders-White** founded nodramaturg coaching & consulting to help clients in higher education—and beyond—thrive after spending more than 20 years in faculty and leadership roles at the Wisconsin School of Business. She works with leaders, individuals, and groups to set goals consistent with their values, map out steps for moving forward, and generate evidence-based strategies for overcoming any obstacles. Elizabeth's deep compassion and creativity, coupled with an intimate familiarity with the complexities of an academic environment, enable her to offer clients the particular encouragement and support they need to flourish. In addition to a Ph.D. in finance from Northwestern University, Elizabeth earned a BS in mathematics and a BFA in music, both from Tulane University. She is a member of the International Coach Federation and is trained in positive psychology coaching and executive coaching. You can learn more about Elizabeth and her coaching and consulting services at [elizabethodderswhite.com](http://elizabethodderswhite.com).

**Nicole Olthafer** has nearly 20 years experience as an adult educator, instructional designer, and project manager. Her work experience spans multiple industries across both the private and public sector. Outside work, Nicole has 2 kids, a husband, volunteers in the community, is a licensed realtor, teaches WERQ dance fitness classes, and enjoys cooking, traveling, reading, arts and crafts and spending time outdoors.

# *Speakers' Bios*

**Jo Ann Oravec** is a full professor in the College of Business and Economics at the University of Wisconsin at Whitewater in the Department of Information Technology and Supply Chain Management; she is also affiliated with the Robert F. and Jean E. Holtz Center for Science, Technology, & Society Studies, University of Wisconsin at Madison. She received her MBA, MS, MA, and PhD degrees at the University of Wisconsin at Madison. She taught computer information systems and public policy at Baruch College of the City University of New York; she also taught in the School of Business and the Computer Sciences Department at UW–Madison as well as at Ball State University. She chaired the Privacy Council of the State of Wisconsin, the nation's first state-level council dealing with information technology and privacy issues. She has written books (including “Virtual Individuals, Virtual Groups: Human Dimensions of Groupware and Computer Networking,” Cambridge University Press) and dozens of articles on futurism, film, artificial intelligence, disability, mental health, technological design, privacy, computing technology, management, and public policy issues. She has worked for public television and developed software along with her academic ventures. She has held visiting fellow positions at both Cambridge and Oxford and was recently a featured speaker at conferences in Japan and Australia.

**Dawn Regenbogen** is a women's leadership coach and keynote speaker. She has worked with both emerging leaders and those in the highest levels to achieve success. Her research and education background are complemented by her experience in mindfulness.

**Gloria Reyes** has committed her career to public service, recently serving as Deputy Mayor to Public Safety, Civil Rights, Community Services, Public Health, and City Attorneys Office. Gloria was responsible for policy development, management and community outreach. Gloria advised the Mayor on political and policy implications. As Deputy Mayor to Public Safety she was responsible for administrative priorities in public safety disciplines. In 2015, the Mayor appointed Gloria as Interim Director for the Department of Civil Rights where she lead and managed the Affirmative Action Division, Equal Opportunities Division and Racial Equity Social Justice Initiative and lead the successful transition to a new Civil Rights Director. Gloria has also served as Detective for the City of Madison Police Department, serving the City of Madison residents for 12.5 years in this capacity. Prior to her promotion to Detective, Gloria worked as a neighborhood officer for the South Madison community where she worked with residents, neighborhood associations, businesses, service agencies and community police teams to find innovative strategies to keep community safe. Gloria is founder of Amigos en Azul (Friends in Blue) comprised of officers dedicated to dissolving cultural barriers and building trust between the City of Madison Police Department and the Latino Community. Gloria also served as Detective in the Special Investigations Unit. The unit utilizes the focused deterrence model aimed at reducing violent crime. This model identifies and targets offenders based on past history, while working with the Community Against Violence Team, offering resources to help offenders turn their lives around.

**Lisa Robb** is a professional speaker, life coach, and founder of Raining Glitter Coaching, LLC. She has recently been called a Public Health Goddess because of her ability to bring people together and accelerate their goals and desires. She earned both her masters degree in Curriculum and Instruction as well as her Professional Life Coaching Certificate from UW–Madison. Lisa's favorite days are when her husband (Kyle), her daughter (Olivia), and her yellow lab (Cooper) are all under the same roof. She embraces the spectrum of opportunities life has for her, from running marathons to curling up with a good book. And she especially enjoys eating popcorn with chopsticks.

**Kate Rotzenberg** graduated from UW–Madison in 2007 with a Doctor of Pharmacy, and earned a Masters of Business Administration from Fontbonne University in 2016. She worked for 10 years in hospital pharmacy, with the last several in pharmacy management. Currently, Kate teaches at the UW–Madison School of Pharmacy in the Social and Administrative Sciences Division, and her course content includes financial management and ethics among other topics. She has led informal workshops on Speed of Trust and providing feedback in both professional and educational settings.

# *Speakers' Bios*

**Jessica Swenson** is the Employee Learning Programs Manager in Learning and Talent Development at UW–Madison. She's been teaching leadership and professional development courses for 17 years while consulting with and coaching employees, supervisors, and managers on a variety of topics. A graduate of UW–Madison, she has facilitated many conference workshops for UW–Madison professional development conferences as well as Leadership Sun Prairie. Additionally, she serves as co-chair for the Leadership @ UW–Madison initiative to bring a common language and understanding of leadership to campus.

**Melissa Smiley** currently works for the University of Wisconsin – Madison School of Medicine and Public Health. Melissa has worked in the University of Wisconsin system for 5 years, after earning a Master's of Science in Education degree from UW–Stout and pursuing advanced post-graduate education in Instructional Design and Developmental Psychology of Learning. During her time with the UW System, Melissa has been engaged in shared governance roles and participated in several professional development opportunities, including the Academy for Leadership and Innovation. In her personal life, Melissa lives in Waukesha County with her husband and 5 children.

**Susan Thomson** fell in love with manufacturing straight out of college, and spent nearly 25 years there, in companies like Fiskars with their famous orange-handled scissors, to SeaLand Technology's luxury toilets for yachts. She has a keen, first-hand sense of what teams, executives and businesses need to grow and maintain healthy cultures and profits as they scale. She's logged over 28,000 hours of coaching since 2007, and has helped hundreds of business owners achieve their goals, and take their business to the next level. Her clients have achieved double, triple, and even one quadruple-digit growth in profitability, accomplished through improving sales, marketing, team training, systems development and strategic planning. She helps leaders grow from strong (solo) performers to real leaders with results-driven and profitable teams.

**Megan Thornburgh** is the Owner of Gentle Parenting Madison, LLC and a mother of three. She has a master's degree in Special Education. She has experience teaching adults, young adults and children. Megan loves to create, teach, and empower individuals through learning. She believes in the power of kindness, hard work and positivity. Megan is a sought-after wellness speaker who empowers individuals to grow a family culture that is based on self-care, empathy and fun. Gentle Parenting Madison focuses on allowing parents to learn a way to parent that enhances their lives and the lives of their children. In her free time Megan is currently training for the Traverse City Ironman 70.3.

**Debbie Vyskocil** leverages her expertise in neuroscience to teach audiences how to reach peak levels of achievement. With a focus on productivity and innovation, she delivers an understanding of how neuroscience can enhance performance for leadership and their teams. Debbie engages audiences through experiential exercises and storytelling, offering audiences multiple solutions to strengthen performance skills. Debbie is also a valued advisor who has been supporting clients for 16 years as president of Optimal Edge Performance, a data-driven, high-performance consultancy. With an electrical engineering background, a psychology degree, and extensive neuroscience training Debbie's unique combination of science and emotional acumen led her to work with some of the business world's highest performers. She trained with coaches who focus on the "head game" for Olympians and World Cup champions. As a TEDx speaker, writer for the Naval Institute publication, Proceedings, and online publishing platforms, Medium and ThriveGlobal, most recently she founded EDGE Women Speakers

# Conference Activities

## Lunch Menu

- Mixed greens
- Grilled chicken strips (GF)
- Marinated portobella mushrooms (GF)
- Chopped hard-boiled egg
- Shredded carrots
- Sliced red onion
- Diced tomatoes
- Diced cucumbers
- Mixed diced bell peppers
- Shredded cheddar cheese
- Sunflower seeds
- White balsamic and shallot dressing (GF)
- Ranch dressing (GF)
- Sliced French baguette
- Mixed fruit salad
- Sugar cookies (GF cookies upon request)

## Breakfast Menu

- Vanilla yogurt
- Granola
- Fresh berries
- Dried fruit and local honey
- Bagels and cream cheese
- Gluten-free muffins (upon request)
- Hard-boiled eggs
- Coffee
- Tea
- Juice

## Endnote Reception Menu

- Lemon lime water
- Mini cheesecakes
- Vegetables and dip

## Roundtable Lunch Discussion Topics

- Career Development
- Empowering Others
- Engagement, Inclusion & Diversity
- Environment of Well-Being
- Networking
- Relationship Building
- Setting Goals
- Work/Life Balance

## Book Store

10:30 a.m.–5:00 p.m.

New to this year's Women and Leadership conference, books from presenters will be available for purchase. We've partnered with local bookstore A Room of One's Own (315 W. Gorham St., Madison, WI) to make available books written by presenters at this year's conference as well as other books related to leading as women.

*Seeds of Joy: Growing Zinnias & Your Zest for Life Book and Companion Journal* by Cheri Neal

*Me, Myself & Ideas: The Ultimate Guide to Brainstorming Solo* by Carrie Anton

*Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity and Success* by Tina Hallis

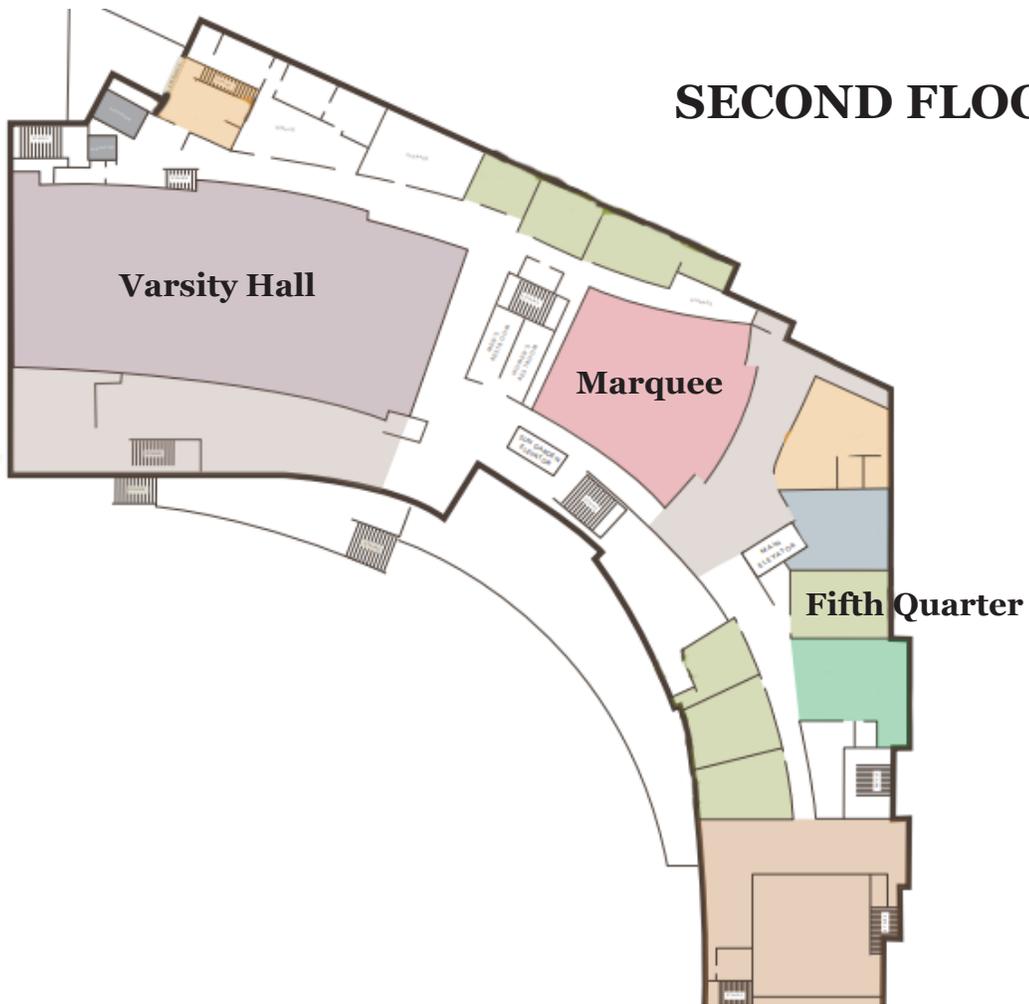
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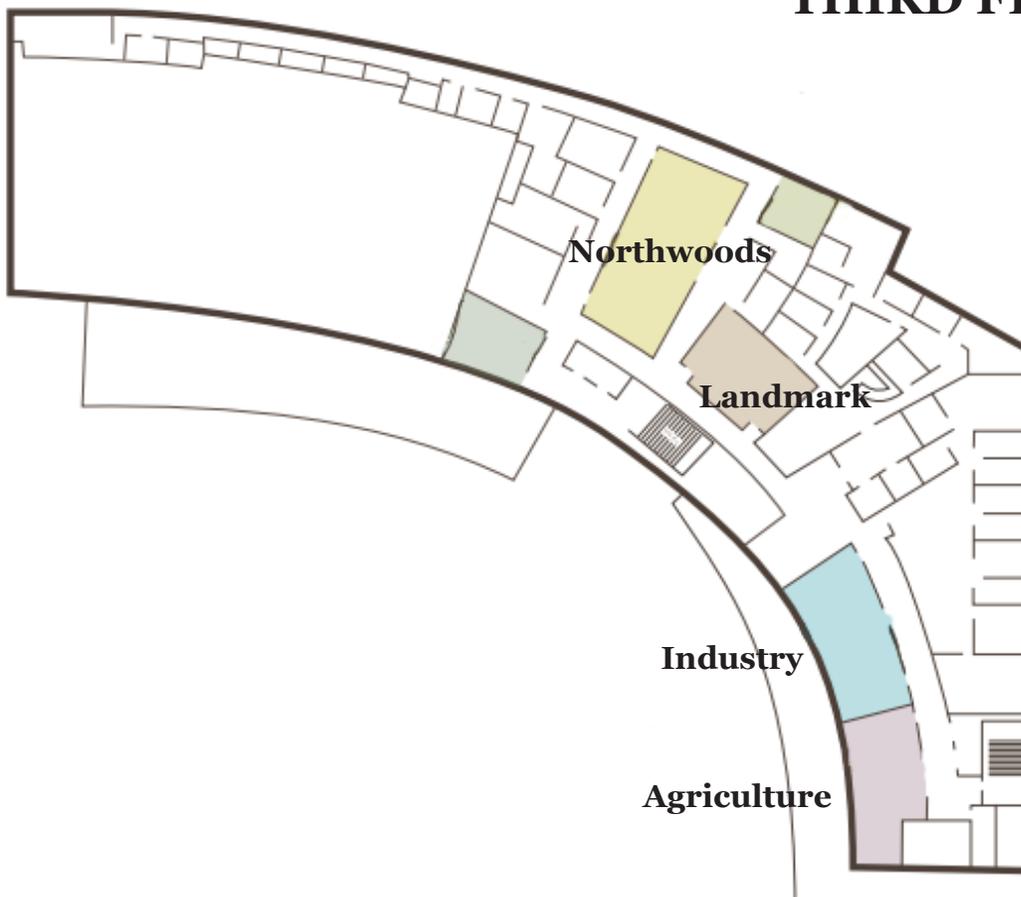
# *Notes*



## SECOND FLOOR



## THIRD FLOOR



**Registration, Networking, and Continental Breakfast**  
Varsity Hall II & III and Varsity Lounge

7:30 a.m.–8:30 a.m.

**Opening Remarks and Keynote Address**

8:30 a.m.–9:30 a.m.

Gloria Reyes, “Her Story: The Power of Unleashing Our Inner Beginning”

Varsity Hall II & III

9:30 a.m.–9:45 a.m.

**Break**

Varsity Lounge

**Varsity Hall I**  
*Second Floor*

**Marquee Theater**  
*Second Floor*

**Fifth Quarter Room**  
*Second Floor*

**Northwoods Room**  
*Third Floor*

**Landmark Room**  
*Third Floor*

**Industry Room**  
*Third Floor*

**Agriculture Room**  
*Third Floor*

9:45 a.m.–10:45 a.m.

The Life-Changing Magic of Joyful Delegation  
*Liisa L. Bergmann*

Managing Stress by Improving your Self-Talk  
*Elizabeth Odders-White*

Parenting in the Modern World  
*Megan Thorrburgh*

Drop the Drama and Create Extra-Ordinary Outcomes  
*Cheri Neal*

Improving Workplace Performance  
*Julie Kovdaske*

Running Interference  
*Sheridan Blanford and Kayla Gross*

Leading Education as Women of Color  
*Mariana Castro and Diep Nguyen*

10:45 a.m.–11:00 a.m.

**Break**

*Second and Third Floors*

11:00 a.m.–12:00 p.m.

Building Strong Teams through Appreciation and Inclusion  
*Deborah Biddle*

Remain Quiet, Nod, and Mm-Hmmm  
*Chariti Gent*

Basic Investment Education  
*Kristy Igl*

Project Management Techniques for Visible and Invisible Labor  
*Nicole Olthofer*

The Black Woman Walks: Sistah Show Up and Show Out  
*Antionette Candia-Bailey*

Become CEO of Your Life  
*Anna Gouker*

Cultivation of a Growth Identity  
*Dawn Regenbogen*

12:00 p.m.–1:15 p.m.

**Lunch with Roundtable Discussion Topics**

*Varsity Hall II & III*

1:15 p.m.–2:15 p.m.

Make Peace with Your Inner Critic  
*Annie Notestein*

Perfecting the Art of Silent Leadership  
*Carrie Anton*

Balance and Strength  
*Elizabeth Harris*

Embracing Disruption  
*Beatrice Garrett*

Gaining Your Power in a Powerless Environment  
*Melissa Smiley*

Chimera Self-Defense  
*Natalie DeMaoribus*

Living in a Kaleidoscope World  
*Lisa Robb*

2:15 p.m.–2:30 p.m.

**Break**

*Second and Third Floors*

2:30 p.m.–3:30 p.m.

Social Capitol  
*Beverly Hutchinson*

Overcoming Team Communication Challenges  
*Susan Thomson*

Self-Compassion to Drive Personal and Team Productivity  
*Debbie Vyskocil*

Sharpen Your Positive Edge  
*Tina Hallis*

Tranquil Office  
*Twink Jan*

Feedback with Less Fear  
*Kate Rotzenberg*

Artificial Intelligence and Everyday Intelligence  
*Jo Ann Oravec*

3:45 p.m.–4:30 p.m.

**Endnote Panel and Reception**

Lois Brooks, Lisa Carter, Gloria Hawkins, Eden Inoway-Ronnie: “Leadership Journeys: How campus women leaders paved their paths”  
*Varsity Hall II & III*

Personal Development and Workplace Skills  
 Equity, Inclusion and Diversity  
 Building Influence  
 Relationship Building and Communication  
 Well-Being