Transcending Barriers: Embracing Opportunities for Change
Arizona Women in Higher Education Conference
Thursday – Friday, May 31 – June 1, 2018
High Country Conference Center | Flagstaff, Arizona

Wednesday, May 30
4:00 PM – 7:00 PM  Executive Board Meeting

6:30 PM – 7:30 PM  Welcome Reception (optional) @ 1899 Bar & Grill
Arriving early to Flagstaff? Join us for a pre-conference reception. Space is limited to the first 50 guests. Cash bar available.

Thursday, May 31
8:00 AM - 8:30 AM  Conference Registration | Continental Breakfast

8:30 AM - 9:30 AM  Welcome and Opening Speakers
Dr. Rita Cheng, Presidential sponsor of AWHE Network
Dr. Dolores Duran-Cerda, Provost and Executive Vice Chancellor of Pima Comm. College

9:45 AM - 10:45 AM  Concurrent Sessions 1

Positioning Yourself For Leadership
This presentation engages participants in leadership opportunities they can find inside and outside the workplace. Specific leadership skills are then linked through discussion with leadership growth possibilities they can choose. Participants complete a personalized worksheet on their own action plan.
Track: Career Planning & Professional Growth

Leading Multi-Generational Teams
This presentation is designed for new or experienced leaders that are new to managing multi-generational teams. There will be a brief overview of the generations that make up the higher education work force, and then we will focus on strategies for managing multi-generational teams.
Track: Leadership

Authentic Women: Show Them Who You Are
Research has shown that a large number of African American women feel pressure to compromise their true selves as they navigate racial and gender biases. This workshop will encourage all in attendance to consider who they are and how they show up as their authentic self in the workplace.
Track: Diversity & Equity; Well-Being

Dr. Linda Eliott-Nelson & Biridiana Martinez
Cindy Boglin
Dr. Cheree L. Meeks
Johari’s Window: A College Readiness and Postsecondary Success Tool
The principles behind Johari’s Window, a psychological tool developed to promote self-awareness, are crucial in working with K-12 and postsecondary populations. Given the focus on the exploration of self-reflection, personal development, and emotional intelligence, Johari’s Window also has an emphasis on metacognition, a skill often omitted from curricular conversations, but necessary for individual success in all facets of life.
Track: Innovation, Collaboration, Teaching, and Learning

11:00 AM – 12:00 PM Concurrent Sessions 2

Career Matters: Leveraging Positive Psychology to Guide Us to Good and Right Work
In order to live well, we should love what we do and feel that what we do is important. In this presentation, we will look through a positive psychology lens at our careers and learn how to elevate and enhance our capacity for well-being and well-doing.
Track: Well-Being; Career Planning & Professional Growth

The Power of Networking
The #1 predictor of career success is your network. We will identify and remove barriers so you may confidently strive to elevate your intentional and authentic networking abilities, in-person and online. AWHE is your premier professional network so let’s start here and now!
Track: Career Planning & Professional Growth

Creating a Culture of Collaboration: Bridging the Gap Between Student Affairs & Academic Affairs
Collaboration between Student Affairs and Academic Affairs is essential for student success. Isolated thinking and miscommunication can slow down effective progress of student success initiatives. This interactive workshop will identify communication strategies and a framework to utilize in planning with a goal to break down barriers and facilitate collaboration.
Track: Innovation, Collaboration, Teaching, and Learning

Taking Some (Not All) of the Mystery Out of Higher Education Finance
This session will provide a broad overview of higher education finance for those who don’t regularly deal with this information. It is designed for those who interface with our department budgets or see their effects, but rarely participate in the "where did this come from and how does it get spent" process. The experience can increase familiarity and confidence in our own responsibilities and grow our understanding of governing board fiscal responsibilities.
Track: Leadership

12:15 PM - 1:45 PM Luncheon and Major Speaker
Erin Hart, Interim President of Expect More Arizona

Dr. Jennifer Murphy
Kerry Sanderson
Janice Mrkonjic
Veronica Hipolito & Kimberly Batty-Herbert
Dr. Jeanne Swarthout
2:00 PM - 3:00 PM  Concurrent Sessions 3

**Speak Up, Speak Out: Overcoming Conversational Barriers to Raise Your Visibility and Influence**

In academia, success can be determined by your recognition at work and in your field. This workshop will examine the barriers that may influence us to keep opinions and accomplishments to ourselves, and explore methods to become a better advocate for yourself and others by being active in conversation spaces.

**Track:** Career Planning & Professional Growth; Diversity & Equity

*Rachel Castro & Anne Thwaits*

**Help Them Help You: Fostering an Engaging Student Employment Experience with Limited Resources**

Are you looking for innovative ways to change how you manage your student employees? In this interactive workshop, you’ll be able to ask questions and brainstorm solutions with others. We will share our successes (and some failures) and inspire you to approach student employment in exciting new ways.

**Track:** Leadership; Innovation, Collaboration, Teaching, and Learning

*Bridget Rowan, & Stephanie Van Ness*

**Creating Classrooms for Equity and Social Justice**

Instructors often lack resources for approaching diverse classrooms or discussing race in the classroom. A variety of factors war against inclusivity, including implicit bias. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Please join our workshop to deepen the conversation with strategies to address implicit bias and the topic of race in the college classroom.

**Track:** Diversity & Equity

*Andrea Rivers & Dr. Summer Cherland*

**Inspiring Change and Lowering Barriers to Success by Embracing the Adult Learner**

Adult learners have a host of personal, professional, and educational skills to share. They may also have logistical, environmental, and psychological barriers for which they need support. This workshop will detail adult learner characteristics and their barriers. Participants will leave having learned techniques and methodologies to assist adult learners in the classroom, thereby inspiring change and igniting success!

**Track:** Innovation, Collaboration, Teaching, and Learning; Diversity & Equity

*Shay Vasudeva*
3:15 PM – 4:15 PM  Concurrent Sessions 4

**High Country Conference Center**
1st floor:
**Agassiz Room**

**The Psycho-Somatics of Confidence**
The body plays a major role in how we feel about ourselves, offer first impressions and respond to change. Join author and speaker, Shawna Bowen, as she uses the hit Ted Talk, Your Body Speaks Your Mind, as a platform to introduce the Psycho-Somatics of Confidence. Shawna will offer complimentary findings and activities in the field to manage tough emotions, prepare for difficult conversations and move through transitions more easily.

**Track:** Well-Being; Leadership

**Shawna Bowen**

**Creating a Thriving Culture: Our Road Map to Team Success**
This workshop will share the innovative steps one office took to overcome a challenging work environment. Utilizing a road map, participants will walk away with strategies and resources that can be immediately implemented in any workplace to help teams thrive.

**Track:** Leadership; Innovation, Collaboration, Teaching, and Learning

**Tanaya Dempsey & Victoria Palmenberg**

**Drury Inn/1st floor:**
**O’Leary Room**

**Membership Retention: Why Women Leave Organizations**
Using quantitative and qualitative data from an IRB-approved research study, we will discuss why collegiate women leave their undergraduate organizations between starting membership and graduation.

**Track:** Innovation, Collaboration, Teaching, and Learning; Leadership

**Rachel Shaffer**

**Drury Inn/1st floor:**
**Kendrick Room**

**Contributing to a Better World: Reframing the Purpose of Higher Education**
Students feel pressure to declare a major, particularly one they believe offers financial security. How can educators reframe the purpose of higher education and support students in uncovering what they want to contribute a more just and harmonious world? I will address these questions and lead a discussion.

**Track:** Mentoring; Diversity & Equity; Well-Being

**Madison Ledgerwood**

4:30 PM - 6:00 PM  Networking Reception
Join old and new colleagues for great conversations. Appetizers provided. Raffle prizes – must be present to win. Cash bar available.

Dinner on your own – meet new friends to network and relax!
**Friday, June 1**

8:00 AM - 8:30 AM  **Continental Breakfast**

8:30 AM - 9:30 AM  **Major Speaker**
Dr. Maria Harper-Marinick, Chancellor of the Maricopa Comm. College District

9:45 AM - 10:45 AM  **Concurrent Sessions 5**

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<tr>
<th>Venue</th>
<th>Session</th>
<th>Speaker</th>
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<tbody>
<tr>
<td>High Country Conference Center Agassiz Room</td>
<td><strong>Empathy Fatigue Solutions</strong>&lt;br&gt;Empathy Fatigue is a widely felt phenomenon happening across higher education. Successful author and speaker, Shawna Bowen, will offer an energetic explanation to why we find ourselves feeling tired, unmotivated and lacking energy even though we want to genuinely connect with our students, our employees and do a good job. Join Shawna as she offers an enlightening twist to empathy fatigue solutions with a Sedona flair.&lt;br&gt;&lt;br&gt;<strong>Track:</strong> Well-Being</td>
<td>Shawna Bowen</td>
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<td>Drury Inn/1st floor: O'Leary Room</td>
<td><strong>Supporting Students with Impostor Syndrome</strong>&lt;br&gt;Impostor Syndrome is a known barrier to success for women and minorities in academia. Today, social media and generational challenges are driving feelings of fraudulence and insecurity. Why is this generation more susceptible to feelings of inadequacy, and how can students and professionals overcome the roadblock of self-doubt?&lt;br&gt;&lt;br&gt;<strong>Track:</strong> Mentoring; Leadership</td>
<td>Zoe Escarcega</td>
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<td>Drury Inn/1st floor: Kendrick Room</td>
<td><strong>Creating Culture in the Online Classroom: Helping Online Students Transcend the Barriers to Success</strong>&lt;br&gt;Attrition in the online classroom is significantly higher than attrition in on-campus courses. Students in the online classroom lack connection--with their instructors, with their peers, and with their campus community. Learn ideas for intentionally creating a culture in the online classroom that prioritizes connectivity and increases the likelihood of student success.&lt;br&gt;&lt;br&gt;<strong>Track:</strong> Innovation, Collaboration, Teaching, and Learning; Diversity &amp; Equity</td>
<td>Dr. Karen Palmer</td>
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**11:00 AM – 12:00 PM**  
**Concurrent Sessions 6**

**High Country Conference Center /1st floor:**  
**Agassiz Room**

**Bouncing Back: Building Professional Resilience**  
It sucks to fail. How we bounce back is what really matters. We’ll inevitably experience failure. It can seem as though more emphasis is placed on women to be resilient. In this interactive session, we’ll use research and experience to explore strategies to build resilience and understand grit.  
**Track:** Career Planning & Professional Growth; Leadership; Well-Being  
**Presenter:** Mary Venezia, & Emily Kinney

**Hidden Rules: How to Support Under-Prepared or Under-Resourced Students Through College**  
Social and economic class matters. Many students come to a community college or university underprepared or under-resourced due to their social and economic class upbringing. As higher education leaders and professional educators, do we know what the "hidden rules" are within our own higher education institutions? Are we willing to embrace change to support and ensure all learners will thrive in our colleges?  
**Track:** Innovation, Collaboration, Teaching & Learning; Diversity & Equity; Leadership  
**Presenter:** Dr. Carolyn Miller

**Women in Academia: Strategies for Success**  
Research has documented how gender influences academic careers, such as through unconscious bias and gender differences in career patterns, self-promotion, access to mentors, and the impact of children on careers. This workshop will provide an overview of these research findings and provide practical tips to help challenge these inequities.  
**Track:** Diversity & Equity; Career Planning & Professional Growth  
**Presenter:** Laura Hunter

**Harnessing Latino/a Students’ Cultural Capital to Transcend Barriers to Academic Success**  
While the number of Latino/a students enrolling in higher education has increased, their degree completion rates still lag behind students from other backgrounds. Learn about current research and theory that is changing the culture at colleges and universities to promote academic success in this unique population.  
**Track:** Mentoring; Diversity & Equity  
**Presenter:** Leighanne Downing

**12:00 PM - 1:30 PM**  
**Award Luncheon | Closing Remarks**