Women and Leadership Symposium
Thursday, July 6, 2017
Union South
UW-Madison
Women and Leadership Symposium
Thursday, July 6, 2017

Agenda

7:30 a.m. - 8:30 a.m.   Check In
8:30 a.m. - 9:15 a.m.   Welcome and Keynote
9:30 a.m. - 10:45 a.m.  Featured Sessions
11:00 a.m. - 12:15 p.m. Featured Sessions
12:15 p.m. - 1:15 p.m.  Lunch
1:15 p.m. - 2:30 p.m.   Featured Sessions
2:45 p.m. - 3:30 p.m.   Endnote
3:30 p.m. - 4:30 p.m.   Networking Reception

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Use the hashtags #DevelopWithBucky and #WiscLeaders to share your thoughts on today’s presentations!

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2
7:30 a.m. - 8:30 a.m.  | **Check In, Continental Breakfast & Networking**  
| Varsity Hall II & III, Second Floor

8:30 a.m. - 9:15 a.m.  | **Welcome & Keynote Presentation**  
| The Best Thing I Ever Learned From a Mentor—or a Mentee (Panel Discussion)  
| Lori Berquam, Diana Hess, Margaret Raymond, Dr. Linda Scott and Kathryn VandenBosch  
| Varsity Hall II & III, Second Floor

9:15 a.m. - 9:30 a.m.  | Refreshments, Varsity Hall II & III, Second Floor

9:30 a.m. - 10:45 a.m.  | **Featured Session**  
| Creating a Resonant Yes through the Power of No  
| Sarah Young  
| Managing Priorities  
| Jenny Faust  
| Holistic Stress Management  
| Debra Lafler  
| Diversity and Inclusion: Developing Cultural Dexterity and Mitigating Bias  
| Binna Paila Hill  
| Building Collaboration and Communication Skills  
| Julie Kozalaske  
| The Freedom of Failure: Embracing Failing to Become Your Strongest Self  
| Sarah Carroll & teri engleke

10:45 a.m. - 11:00 a.m.  | Refreshments, Varsity Hall II & III, Second Floor

11:00 a.m. - 12:15 p.m.  | **Featured Session**  
| Being in the Kitchen and Not on the Menu  
| Sara Finger  
| Leadership and Community Development: A Purposeful Direction  
| Mayra Medrano  
| Secrets to Financial Happiness of a Lifetime  
| Valerie Johnson  
| Mindfulness: It's More Than Meditation  
| Julia Yates  
| Negotiating Your Way to Success  
| Lynn Freeman  
| Being Intentional: Reflection to Inform our Professional Present and Future  
| Leslie Orrantia

12:15 p.m. - 1:15 p.m.  | **Lunch**  
| Varsity Hall II & III, Second Floor

1:15 p.m. - 2:30 p.m.  | **Featured Session**  
| Geezer. Punk. Whatever. Bridging the Generational Divide  
| Alex Draginis  
| Leading with Authenticity  
| Shiva Bidar-Siedell  
| Communicating with Assertiveness and Confidence  
| Jessica Swenson  
| Momagers!  
| Felicia Hines & Rebecca Scheller  
| Engaging in Effective Strategic Planning  
| Elizabeth Paice  
| Finding Space for Wellness in your Life: The 5Minutes4Myself Approach  
| Beth Larson

2:30 p.m. - 2:45 p.m.  | Refreshments, Varsity Hall II & III, Second Floor

2:45 p.m. - 3:30 p.m.  | **Endnote Presentation**  
| University to Government and Back Again (Panel Discussion)  
| Alta Charo, Roberta Gassman and Jo Handelsman  
| Varsity Hall II & III, Second Floor

3:30 p.m. - 4:00 p.m.  | **Networking Reception**  
| Varsity Hall II & III, Second Floor
Floor Plans

2nd Level

★ Bathrooms

Gender Neutral Bathroom 311
Health Room 241
Emergency Exits

Stop at the Registration Table for Access to Health Room
Floor Plans

3rd Level

★ Bathrooms
△ Gender Neutral Bathroom 311
● Health Room 241
💥 Emergency Exits
Stop at the Registration Table for Access to Health Room
Plenary Sessions

Keynote Address Panel
8:30 a.m. - 9:15 a.m.
Varsity Hall II & III

The Best Thing I Ever Learned from a Mentor - or a Mentee

Lori Berquam  Diana Hess  Margaret Raymond  Dr. Linda Scott  Kathryn VandenBosch

A discussion moderated by Kathryn VandenBosch and Margaret Raymond as the panel shares their experiences working for a university, leaving to work for the government and then returning to a university setting.

Endnote Address Panel
2:45 p.m. - 3:30 p.m.
Varsity Hall II & III

University to Government and Back Again

Alta Charo  Roberta Gassman  Jo Handelsman

The UW Women Deans will share their background with mentorships.
Featuring Sessions

9:30 a.m. - 10:45 a.m.

<table>
<thead>
<tr>
<th>Varsity Hall I</th>
<th>Marquee</th>
<th>Fifth Quarter</th>
<th>Northwoods</th>
<th>Landmark</th>
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<td>Second Floor</td>
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<td>Jenny Faust</td>
<td>Debra Lafler</td>
<td>Binnu Palka Hill</td>
<td>Julie Kovalaske</td>
<td>Sarah Carroll &amp; teri engelke</td>
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Creating a Resonant Yes through the Power of No

Sarah Young

Varsity Hall I, Second Floor

Attending the event even though we don’t want to. Saying “sure, I can help!” even though it puts us behind on our own work. Overcommitting to the point that we are tired, stressed out, and edgy. Saying “yes” because we think saying “no” will be rude. Sound familiar? If so, you’re not alone. As women, we often find ourselves saying “yes” to try to be nice, to avoid hurting someone’s feelings, or to be helpful. However, when we do, we’re sometimes saying “no” to ourselves and actually diminishing our positive impact in the world, by focusing on the things that aren’t fully aligned with our values and our purpose. During this interactive, high-energy, and thought-provoking experience we will:

- Explore the “myths of saying yes”
- Understand the immediate and long term impacts of saying “yes” when we really want to say “no”
- Discover how to say “no” from a place of kindness and generosity
- Explore how sometimes in order to increase our overall positive impact, we need to decrease the things we are saying yes to
- Learn specific tools and approaches to use in everyday life and in challenging situations
Owning our Stories: A Pathway to Authentic Leadership

Chief Kristen Roman

Marquee, Second Floor

Author Brene Brown says, “To be alive is to be vulnerable; to be a leader is to be vulnerable every minute of the day. You don’t get to opt out.” Authentic leadership requires courage, emphasizes self-awareness and promotes legitimacy through relational transparency and fair-mindedness. In this workshop, participants will explore the process of cultivating authentic leadership and discuss the importance of owning our stories. Understanding that balance is vital to career endurance and mistakes are an essential ingredient of success, authentic leadership asks us that we let ourselves be seen and sit with discomfort. In so doing, our vulnerabilities have the power to lead us to our greatest strengths.

Learning objectives:
- Understand the power of storytelling
- Identify key components of authentic leadership
- Consider the unique challenges for women in leadership
- Understand the benefits for integrating authentic leadership behaviors

Managing Priorities

Jenny Faust

Fifth Quarter, Second Floor

Do you find that you often have more on your "to do" list at the end of a day than at the beginning? Are you interrupted so often that you don't have time to focus on what is important? Do you have trouble finding time for your family and friends? All busy leaders struggle with these issues, but they can be especially challenging for women. In this interactive, case-based workshop, we will focus on solutions to this common set of problems that we all face. You will leave with practical solutions and resources that you can begin to apply immediately. Topics include: setting realistic goals, putting project time on your calendar, strategies to ensure that you get (uninterrupted) work time daily, and overcoming common distractions at work.

Holistic Stress Management

Debra Lafler

Northwoods, Third Floor

Debra introduces concepts about navigating the stress management landscape. She introduces us to the understanding of stress in our lives; the interconnectedness of our body, mind and spirit; and then guides us through self-management techniques. Debra introduces simple breath-work, relaxation and meditation methods, but also helps us focus on the important inner-work of centering, recognizing and moving energy through our bodies, letting go, and developing acceptance, compassion, and trust. After discussion, she provides us with an opportunity to practice with a meditation, and a writing activity. Participants walk away with a renewed sense of optimism and confidence in themselves and their abilities to manage stress.
Featured Sessions
9:30 a.m. - 10:45 a.m.

Diversity and Inclusion: Developing Cultural Dexterity and Mitigating Bias
Binnu Palta Hill
Landmark, Third Floor

Cultural dexterity has become an increasingly valuable skill in today’s diverse and global workplace. According to a survey of 1370 CEOs across the globe conducted by PricewaterhouseCoopers, it is now considered to be a critical professional skill rather than a ‘soft skill.’ Research shows that diverse teams operating in an inclusive culture outperform those that are homogeneous, and are also more innovative due to the varied perspectives and experiences of its members. Team members in these groups are much more likely to have a shared vision of success and are personally committed to the success of the team. Diverse teams operating in an inclusive culture also have high levels of individual satisfaction and high rates of retention. In today’s global economy with changing demographics, a diverse and culturally competent workforce has become a competitive advantage for organizations. Diversity and inclusion today are no longer a compliance issue; instead, they are a strategic imperative.

One of the key challenges in cultivating inclusion, where each member of the team can contribute to his/her fullest potential, is bias. Given that bias is an inherently human trait, in this session, we will explore what it means to be a culturally competent professional and an inclusive leader by acknowledging and understanding your own blind spots. We will discuss concepts and practice skills for enhancing awareness of and addressing conscious and unconscious biases. Additionally, we will review the latest research on how unconscious bias affects behavior, and strategies for addressing unconscious bias in the workplace.

Building Collaboration and Communication Skills
Julie Kovalaske
Industry, Third Floor

A number of surveys reveal employers are looking for employees who can effectively collaborate and communicate. These skills are in high-demand as the workplace shifts. Attend this interactive workshop, where you will have an opportunity to practice and discuss your strengths, and identify where you can continue to improve.
The Freedom of Failure: Embracing Failing to Become Your Strongest Self
Sarah Carroll & teri engelke

When asked why he hadn’t been successful in creating an electric light bulb after ten years of working on it, Thomas Edison said, “I know several thousand things that won’t work!”  Michael Jordan said, “I’ve missed more than 9000 shots in my career. I’ve lost almost 300 games. 26 times, I’ve been trusted to take the game winning shot and missed. I’ve failed over and over and over again in my life. And that is why I succeed.”  As poet and educator Nikki Giovanni said, “Mistakes are a fact of life. It is the response to the error that counts.”

There are famous examples of extraordinary light getting through some pretty deep cracks: Steve Jobs was fired from Apple, the company he founded, before he led the company to world domination. JK Rowling was jobless and nearly destitute before she wrote the hit series, Harry Potter.  Both Oprah Winfrey and Walt Disney were fired from their media positions in television and print news before experiencing success that has touched all of us. But what about us ordinary mortals?

In this interactive session, we’ll explore the concept of failure and what failure has to teach us. What do we do when we realize we botched a project because we didn’t have the skills, knowledge, or emotional intelligence to know better or to ask for help? What do we do when it’s not that boss or co-worker of yours who is creating difficulties – but when we are that person?  We only have to go to a bookstore’s self-help section to learn that coping with the effect of others’ failure on us is a socially acceptable form of rant. Where is the space to cope with our own failure?  In a culture that sees failure as a sign of weakness, 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?

This session will involve humor, storytelling, heavy doses of reflection, and experiential learning. Sharing will be voluntary. Come prepared to identify and release some of what may be holding you back. There’s freedom in failure, if you can learn from it.

As Maya Angelou said, “You may encounter many defeats, but you must not be defeated. In fact, it may be necessary to encounter the defeats, so you can know who you are, what you can rise from, how you can still come out of it.”
Being in the Kitchen and Not on the Menu  
*Sara Finger*  

Varsity Hall I, Second Floor

The truth is - if you don't speak up, you can't be heard. This workshop will help attendees learn to awaken the advocate inside them and gain skills to have policy at all levels happen WITH you rather than TO you. This session will provide insights and tools for anyone looking to dip their toe, wade in or bathe in the advocacy "waters."

Leadership and Community Development: A Purposeful Direction  
*Mayra Medrano*  

Marquee, Second Floor

There are personal and professional benefits to volunteering, but how does leadership align with the impact of volunteering as it pertains to community development? Whether you are an emerging professional or have spent years in the workforce, in this session we will discuss the importance of civic engagement, participation on non-profit boards, and how each one of us has a scope of influence for meaningful dialogue with our peers, colleagues, and neighbors for a positive community impact.

Secrets to Financial Happiness of a Lifetime  
*Valerie Johnson*  

Fifth Quarter, Second Floor

You may have heard “money can’t buy you happiness....but I’m happy already can’t I have the money too?” Whether we lean in, take some time out of the workforce, or focus on volunteering, good income and expense management can make your life more secure and give you more options. Learn some ways to make sure you have choices and options in your future at this workshop. We’ll talk about how to get money, how to keep money, and when money may not matter much.
Mindfulness: It’s More Than Mediation
Julia Yates
Northwoods, Third Floor

This will be an audience participation based discussion on using mindful awareness to examine stress reactions and resiliency tools from a place of non-judgmental curiosity. I will start the discussion by defining mindfulness and exploring the powerful role of vulnerability when using mindfulness to increase self-awareness.

I will then lead the audience in two interactive exercises: the first inviting us to openly and honestly explore our triggers and reactions to stress, and the second inviting us to realistically explore what actually works in bringing us back to a state of wellness and resiliency.

This discussion’s take home message: We all react to stress, and we all need resiliency strategies that work specifically for us.

Negotiating Your Way to Success
Lynn Freeman
Landmark, Third Floor

Negotiating is about resolving differences. People who master the process of negotiation develop a higher degree of satisfaction at home and at work, and earn greater respect in their communities. Studies have repeatedly shown that men use negotiation to promote their own interests far more often than women do. This has significant implications for individuals AND for organizations.

Being Intentional: Reflecting to Inform Our Professional Present and Future
Leslie Orrantia
Industry, Third Floor

We strive to produce our best work which often means we emotionally and mentally exhaust ourselves in the process. Given our ambitious aims for structure, representation and sustainability, it’s possible we encounter difficulty producing to expectation and end up disappointed having fallen just short of our goals. Such burnout can easily result in our inability to commit to the work for the long term. However, with intentionality in our present actions as well as our plans for our future, we can strike a balance to assist us in achieving our aims. Through listening to others to inform our contributions and networking to develop ourselves within our current position while building opportunity for our next, intentionality can bring us patience, understanding, and compassion, for our personal and professional success.
**Featured Sessions**

1:15 p.m. - 2:30 p.m.

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<td>Beth Larson</td>
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**Geezer. Punk. Whatever. Bridging the Generational Divide**  
*Alex Draginis*  
**Varsity Hall I, Second Floor**

Generational differences. We keep hearing about it, and we keep expecting the buzz to go away. But it's not. With 47% of the full-time workforce currently under 34 years old, and up to 75% of the workforce being Millenial by 2025, teams are trying to figure out what and if internal and external processes need to change, and how to hire, retain, communicate and motivate in a world of shifting demographics. In this interactive session, we'll move beyond, "Here's who the generations are," to what can we practically do as our demographics change. Together, we'll discuss practical advice and examples of what has worked across organizations, as we work to grow our understanding of what businesses need to do to continue viable, healthy organizations.

**Leading with Authenticity**  
*Shiva Bidar-Sielaff*  
**Marquee, Second Floor**

To lead with authenticity you need to have a deep understanding of your own leadership style and build a high level of self-awareness. In this session we will explore the importance of authentic leadership and how it positively impacts your professional and personal life.

**Communicating with Assertiveness and Confidence**  
*Jessica Swenson*  
**Fifth Quarter, Second Floor**

To be heard and respected, you must communicate with confidence and assertiveness. The good news is that both assertiveness and confidence are *skills that can be developed through practice and awareness*. This session will explore what assertiveness is (and isn’t) and practical ways to begin developing that skill. We will also explore ways to build self-confidence through self-efficacy and esteem. Being aware of and building your own feelings of self-worth will naturally help you communicate more confidently.
Momagers!

Falicia Hines & Rebecca Scheller

Northwoods, Third Floor

Women and parents serve in a variety of leadership roles across campus. We contribute to key leadership decisions, shape the classroom experience, mentor colleagues, and supervise staff as we work together to advance the university’s mission. Behind the scenes, we also struggle to balance our professional and family roles while maintaining credibility in our careers. We find ourselves asking, “Am I making the right decision for my career?” or, “Am I doing the right thing for my family?” Where “leaning in” has become a widely accepted concept, we also wonder, “Is it ever okay to just lean out?” This session will highlight some of the challenges working parents face, and some suggested strategies and tips the panelists have employed to continue moving the dial both at home and at work.

Engaging in Effective Strategic Planning

Elizabeth Paice

Landmark, Third Floor

Where are we? Where do we want to go? How are we going to get there? These are just some of the questions that effective strategic planning can address. This workshop will introduce participants to three key phases of strategic planning: Assessment, Plan Creation, and Plan Implementation. Participants will learn about tools that organizations can use to engage in each of these phases, as well as best practices and common pitfalls associated with strategic planning. The workshop will include opportunities for discussion, as well as time for individual reflection. Are you interested in taking your organization to the next level, but not sure what strategic planning entails? Then this workshop is for you!

Finding Space for Wellness in your Life: The 5Minute4Myself Approach

Beth Larson

Industry, Third Floor

Despite best intentions, most of us find it difficult to make changes we value to improve our health and well-being. This workshop will describe research on flourishing in our work, social, community, financial and physical well-being. Next, The 5Minutes4Myself approach—using micro interventions that fit within existing “ecological slots” within our daily rhythms (energy cycles) will be introduced to participants. In hands-on exercises, participants will consider the spaces and places in their lives available to engage in activities that will improve wellness. The majority of the workshop will be devoted to a process where participants begin by envision a lifestyle change to promote wellness, discuss their reasons for change/staying the same, write SMART goals and begin to strategically plan or take steps toward a desired lifestyle change.
Lori Berquam
*The Best Thing I Ever Learned from a Mentor - or a Mentee*

After holding a series of student-centered positions at universities around the country, Lori Berquam came to the University of Wisconsin-Madison in 1995 and has been in the Dean of Students Office since 2002.

As Vice Provost for Student Life and Dean of Students, Dean Berquam oversees a division of more than 90 professional staff from nine departments. All Division of Student Life departments are united by a shared commitment to cultivate a Wisconsin Experience for all students which advances and interconnects their academic, professional, personal, and social development. Under Dean Berquam’s leadership, the division strives to create a campus community where students are inspired and prepared to live the Wisconsin Idea. Dean Berquam is an ardent student advocate, committed to social justice and to building strong relationships both on and off campus.

Dean Berquam received a BSE in Mathematics and Psychology from Truman State University, a Master’s of Science from the University of Wisconsin–La Crosse, and a Ph.D. in Higher Education Leadership from Colorado State University.

Shiva Bidar, MA, CHITM, CDM
*Leading with Authenticity*

Shiva Bidar is the Chief Diversity Officer at UW Health, an integrated health system serving 618,000 patients each year in Wisconsin, Northern Illinois and beyond with 1,400 physicians, six hospitals, and 80 outpatient sites. In this capacity, Ms. Bidar provides vision, coordination and strategic leadership for the design and implementation of UW Health’s initiatives related to diversity, equity, and inclusion. During her tenure at UW Health, Ms. Bidar has developed a model interpreter-services program and served as an organization-wide resource on cultural competency and diversity issues. Ms. Bidar has made significant contributions to our community holding many key roles, including co-chair of the Latino Health Council of Dane County, member of the Madison College Board of Trustees, Madison Community Foundation board member and United Way of Dane County Vision Council member. Ms. Bidar is a founding member and co-chair of the Madison Area Diversity Roundtable, a coalition of employers committed to diversity and inclusionary practices.

Ms. Bidar also serves on the City of Madison Common Council. She was first elected in 2009. She has serve as the Common Council President Pro-Tem and President. Ms. Bidar is actively engaged in many philanthropic and community based events, holding multiple board appointments and supporting numerous community causes. Her work in the areas of diversity, equity and inclusion has been recognized with many awards.
Sarah Carroll

The Freedom of Failure: Embracing Failing to Become Your Stronger Self

Sarah Carroll has a Master's in Education with an emphasis in adult learning and 15 years of human resources experience, including recruitment, onboarding, training and staff development, in a variety of settings including non-profits, healthcare, the performing arts, and information technology. She’s the HR Competencies Program Developer and Trainer with the HR Communities of Practice Team in the Office of Human Resources (OHR) at UW-Madison.

Alta Charo

University to Government and Back Again

R. Alta Charo (AB biology, Harvard 1979; JD law, Columbia 1982) is the Sheldon B. Lubar Distinguished Research Chair and Warren P. Knowles Professor of Law and Bioethics at the University of Wisconsin. Her previous employment includes the congressional Office of Technology Assessment and the US Agency for International Development. She served on President Clinton’s National Bioethics Advisory Commission, and was a member of President Obama’s HHS transition team, followed by two years as a senior policy analyst at the FDA during his administration. Charo is an elected member of the National Academy of Medicine (formerly known as the IOM), where she co-chaired the committee on guidelines for embryonic stem cell research and on human genome editing. At present she co-chairs the Academies’ Regenerative Medicine Forum, and is a member of ethics advisory committees on synthetic biology, gene drive and neuroscience at DOD’s Defense Advanced Research Projects Agency (DARPA). Charo is a fan of Star Trek and Jane Austen, in equal measure.

Alex Draginis

Geezer. Punk. Whatever. Bridging the Generational Divide

Alex Draginis joined Accent Learning and Consulting in 2015, bringing a fresh, Millennial perspective on the workforce. Her experience working across generations and with diverse teams helps groups appreciate seen and unseen strengths as we work toward common goals. Her transition to Accent allows her to use her experience working across generations in a public service role and combines it with her passion for education. Alex has a degree in educational policy from the University of Wisconsin-Milwaukee.
Presenter Biographies

teri engelke
*The Freedom of Failure: Embracing Failing to Become Your Stronger Self*

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 almost 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.

Jenny Faust
*Managing Priorities*

Dr. Jennifer (Jenny) Faust currently serves as an Internal Consultant in the Office of Quality Improvement at the University of Wisconsin, Madison. In that capacity, she works with departments and programs across the university on strategic planning, departmental culture and climate, professional development, and process improvement. Prior to her current position, she served for twenty years as a faculty member in philosophy, a department chair, and an academic administrator. The common thread running through her career in higher education, from faculty member to academic administrator to consultant, is a commitment to faculty, staff, and student success in high quality academic programs. Leadership development has continued to be an avenue of interest, as this is where she can “pay it forward.”

Sara Finger
*Being in the Kitchen and Not on the Menu*

Since June of 2004, Sara Finger has been leading the effort to develop a new organizational coalition to unite, coordinate and amplify the voices of women’s health supporters in Wisconsin. Prior to assuming this role, Sara was the Northeast Director of Membership and Professional Relations for the Wisconsin Medical Society. She received her undergraduate degree in Political Science from the University of Wisconsin Eau Claire. She was a 2009 Mid-America Public Health Leadership Institute Fellow and is Past President of the Wisconsin Public Health Association. In 2010, Sara received a Champion of Women’s Health Award from the Wisconsin Women’s Health Foundation. In 2011, she was recognized by the Wisconsin Coalition Against Sexual Assault with a Voices of Courage Award. In 2012, Sara was honored with a HealthWatch Wisconsin Outreach Effort Award for her coordination work of the Save BadgerCare Coalition, an Outstanding Recent Alumni Award from UW Eau Claire, was named a Woman to Watch by BRAVA Magazine and was named a Champion of Change by the White House for her work related to the Affordable Care Act. In 2015, The Business Forum of Madison honored Sara with an Athena Young Professional Award.
Presenter Biographies

Lynn Freeman

*Negotiating Your Way to Success*

Lynn Freeman is the Director of Learning & Talent Development (formerly OHRD). Lynn has 25 years of experience in public and private higher education across the country, and has provided organizational development consulting to non-profits, community groups, and colleges and universities.

Roberta Gassman

*University to Government and Back Again*

From 2011 and until returning to the University of Wisconsin-Madison School of Social Work as a Senior Fellow in 2013, Roberta Gassman served in the administration of President Barack Obama as Deputy Assistant Secretary for Employment and Training in the United States Department of Labor. Gassman represented the Department and Administration before diverse national audiences and oversaw major national programs and Senior Executive Service administrators within the Department’s Employment and Training Administration. The programs she led included two first started in Wisconsin, Unemployment Insurance and Registered Apprenticeship.

Gassman is also Wisconsin’s longest serving labor secretary, having served in the Cabinet of Governor Jim Doyle as Secretary of Workforce Development from 2003 through the beginning of 2011. In that role she led over 1600 employees in strengthening Wisconsin’s workforce, providing training, employment and dislocated worker services, working with employers to fill jobs, enforcing workers’ rights, and administering Unemployment Insurance, Registered Apprenticeship and Worker’s Compensation.

As a Senior Fellow on the UW campus, Gassman currently teaches graduate students on macro practice and public management. She has worked as a social worker with the elderly and teens and has held additional top leadership positions in state, city and county government and in the private sector. She has served with two Wisconsin governors, a mayor, a county executive, as a senior bank vice president and as the president of her own public affairs and communications firm.

She earned her B.A. in social work, with distinction, and her M.S.S.W. from the University of Wisconsin-Madison and has won many Wisconsin public service and professional awards, including being honored by the University of Wisconsin-Madison School of Social Work with its “2010 Distinguished Alumni Award,” which included the establishment of the “Roberta Gassman School of Social Work Opportunities Fund” and the “Roberta Gassman Distinguished Lecture Series.” She has been named a “Woman of Distinction” by the YWCA and among “Madison’s 25 Most Influential” and “Madison’s Top 100 Women” by Madison Magazine. Gassman has held numerous national and state professional and community leadership roles and is an elected member of the National Academy of Social Insurance, the Overture Center Foundation Board of Directors, the Edgewood College Board of Trustees, the Madison Community Foundation Board of Governors and the Board of Visitors for the University of Wisconsin-Madison School of Social Work. She is also a member of the Downtown Rotary Club of Madison and TEMPO and previously served as President of the Madison Equal Opportunities Commission.
Presenter Biographies

Jo Handelsman
*University to Government and Back Again*

Dr. Jo Handelsman is the Director of the Wisconsin Institute for Discovery at the University of Wisconsin-Madison. In her previous role, she was appointed by former President Barack Obama as the Associate Director for Science at the White House Office of Science and Technology Policy (OSTP) where she served for three years until January 2017. She received her Ph.D. at the University of Wisconsin-Madison in Molecular Biology and has since authored over 100 papers, 30 editorials and 3 books. She is responsible for groundbreaking studies in microbial communication and work in the field of metagenomics. Notably, in 2011, she received the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring from President Obama and in 2012, Nature named her one of “ten people who mattered this year” for her research on gender bias in science.

Diana Hess
*The Best Thing I Ever Learned from a Mentor - or a Mentee*

Diana Hess became Dean of UW-Madison’s School of Education on August 1, 2015. Hess, only the ninth dean of the School of Education since its founding in 1930, comes to this post after serving as senior vice president of the Spencer Foundation in Chicago since September 2011. The Spencer Foundation funds research to improve education policy and practice. Hess, however, is no stranger to UW-Madison. She first arrived on campus in 1999 to join the School’s No. 1-ranked Department of Curriculum and Instruction as an assistant professor. She climbed the ranks, becoming an associate professor in 2005 and a full professor in 2009 before taking a leave from the university to work at Spencer.

In 2015, Hess co-authored with Paula McAvoy, “The Political Classroom: Evidence and Ethics in Democratic Education.” Her research interests include the impact of school-based civic education programs on youth, political and civic engagement, and how students experience and learn from discussions of highly controversial political issues. A previous book, “Controversy in the Classroom: The Democratic Power of Discussion,” won the National Council for the Social Studies Exemplary Research Award in 2009.

Hess began her education career as a high school social studies teacher in Downers Grove, Illinois, in 1979. During her time there, she became president of the Downers Grove teachers’ union before working as the associate director of the Constitutional Rights Foundation Chicago from 1987-95. Hess next headed to the University of Washington-Seattle, where she earned her Ph.D. in 1998 from the Department of Curriculum and Instruction, with extensive coursework in educational policy and law. Hess also holds a Master’s degree from the University of Illinois at Urbana-Champaign, and a Bachelor’s degree from Western Illinois University. Dean Hess will be the 2017-2018 host dean for the Women and Leadership Series.
Falicia Hines  
*Momagers!*

Falicia Hines is a Senior Associate Director of Alumni Relations at the Wisconsin School of Business, where she and her team develop strategies to communicate and engage with alumni and donors. As a mother of two young girls, she is increasingly passionate about building community among working parents at UW and beyond. Falicia is a writer for the local Madison Moms Blog and holds a B.A. in Communication Arts from UW – Madison and a master’s in Strategic Public Relations from the George Washington University.

Valerie Johnson  
*Secrets to Financial Happiness of a Lifetime*

Valerie Johnson is CEO of Habitat for Humanity of Dane County. The organization builds homes, communities and hope by building 15 homes a year, running two home supply ReStores, financing the 250 homes they have built over 30 years and running a non-profit organization. She manages a staff of 30 employees, 3,000 volunteers, and an annual budget of seven million dollars.

Previously she was Worldwide Foundation Executive Director for the World Council of Credit Unions, working in global microfinance development. Before World Council, she worked for the Agronomic Science Foundation, World Dairy Expo, and CUNA.

Professional affiliations have included serving on the boards of Wis 4-H Foundation, Wisconsin Agricultural and Life Sciences Alumni Association (WALSAA), Leadership Wisconsin and memberships in downtown Madison Rotary, Association Foundation Group, Downtown Madison, Inc. (DMI) and TEMPO. She’s spoken to numerous groups including a cooperative microfinance panel at the United Nations. A graduate with distinction of UW-Madison, she received one of the first International Credit Union Development Educator certificates.

Johnson lives with her fiancée, Jeff Renk, in Sun Prairie, and has two children, Kyle and Mikaela Breunig. Kyle is with JP Morgan Chase in Chicago and Mikaela is a Michigan State graduate student in Plant Pathology.
Presenter Biographies

Julie Kovalaske

Building Collaboration and Communication Skills

Julie Kovalaske is the Training Manager of the Fully Prepared to Manage Program with UW-Madison and a member of the Academic Staff Mentoring Committee. She has over six years of experience designing and facilitating professional development opportunities to support employee skills. Prior to UW-Madison she worked for three years in the Peace Corps in Tanzania providing training, education and development opportunities in the community she lived and two years providing professional training and development opportunities with Cabela’s. Her focus is on providing engaging, participant-driven experiences.

Debra Lafler

Holistic Stress Management

Debra Lafler is a locally well-known wellness consultant and moving motivational speaker. She has delivered seminars at team meetings, trainings, and conferences. Academically, Debra has earned a Doctorate degree in Spiritual Studies from The Emerson Institute, a Master of Arts degree in Health & Behavior Studies with a focus in Health Education from Columbia University, and a Bachelor’s degree in Communication with Certificates in Wellness and Coaching from the University of Wisconsin–Parkside. She has additional training in worksite wellness, yoga, meditation and holistic stress management. Debra’s approach provides an integrated body-mind-spirit perspective. She believes that, “wellness is a life-long process of self-discovery and self-improvement. This process is about progress, and not perfection.” Her mission is to help others foster their own personal wellbeing through awareness, curiosity and self-compassion; and her hope is that this will have a ripple effect outward to affect many others.

Beth Larson

Finding Space for Wellness in Your Life: The 5Minutes4Myself Approach

Dr. Elizabeth Larson is an occupational therapist and occupational scientist with over thirty years of clinical and research experience working with children with disabilities and their families. Her clinical experience has shaped both her teaching and research. Her most recent work focuses on wellness promotion for caregivers, college students and elementary school students. She has designed a freshman course entitled Living Well: Lifestyle balance and wellness promotion. She also co-teaches a course on motivational interviewing, an evidence-based approach to promoting lifestyle change. The focus on wellness is also prominent in her research projects. In 2015, Dr. Larson was appointed as a fellow of the American Occupational Therapy Association. She was also awarded a Vilas Life Cycle Professorship Award, and service awards from the Society for the Study of Occupation: USA and Mixed Methods International Research Association for her role in establishing these organizations and serving on their inaugural boards.
Mayra Medrano

*Leadership and Community Development: A Purposeful Direction*

Mayra Medrano is a first generation American from Los Angeles, CA. Mayra is Madison Gas and Electric Company’s Business Community Service Manager and is account lead to the Madison area’s small businesses and large commercial customers including Fortune 500 companies. Mayra serves on numerous boards and committees directly involved in regional planning, economic development, and emerging leadership in philanthropy. She is currently Chair of the Latino Chamber of Commerce of Dane County, Co-Chair of A Greater Madison Vision, President of The Public Market Foundation, and the 2017 Chair of United Way of Dane County’s Rosenberry Society.

Additionally, in 2016, Mayra was named on the list of Wisconsin’s 48 most powerful Latinos by Wisconsin State Journal – Madison365. The Business Forum recognized her as the 2016 Athena young professional award winner.

Leslie Orrantia

*Being Intentional: Reflecting to Inform Our Professional Present and Future*

Leslie Orrantia is UW-Madison Director of Community Relations. On behalf of Chancellor Blank, she is point-of-contact for city and county relations, oversees the UW South Madison Partnership, and facilitates connections between campus and community. She formerly served as assistant director for The Network within UW’s School of Education, building partnerships across the state to transform education. Previously, she spent five years in casework which continue to influence her work in eliminating gaps in opportunity. Leslie is a Big Sister, member of Sustain Dane’s Board of Directors, and serves on several campus and community initiatives, many focused on education and equity. She recently completed service as VP of Public Relations on the executive team for the Latino Professionals Association.

Originally from Southern California, Leslie is a first-generation college graduate with a BA in psychology and sociology from Mount Holyoke. In 2016, she was named a "Brava Women to Watch" recipient.
Presenter Biographies

Elizabeth Paice
Engaging in Effective Strategic Planning

Elizabeth Paice is an Internal Consultant in the Office of Quality Improvement at UW-Madison. In her role Elizabeth helps units across campus define and achieve their goals. Elizabeth came to UW-Madison from The Ohio State University where she earned a Master of Arts in Higher Education and Student Affairs, as well as a Master of Public Administration. While completing her graduate coursework Elizabeth worked for The Ohio State University Honors & Scholars Center as well as the Ohio Department of Education. Prior to working in higher education, Elizabeth served as a Management and Program Analyst with the Federal Bureau of Investigation in Washington, D.C., supporting the organization’s strategy management and performance improvement efforts. Elizabeth holds Bachelor’s degrees in Psychology and Political Science from the University of Massachusetts Amherst and is experienced in strategic planning, performance measurement, performance facilitation, program evaluation, and project management.

Binu Palta Hill
Diversity and Inclusion: Developing Cultural Dexterity and Mitigating Bias

With more than 18 years of work experience in the University of Wisconsin System, Binu Palta Hill joined the Wisconsin School of Business in 2006. In her role as Assistant Dean for Diversity and Inclusion, and as a member of the Dean’s Leadership Team, she works closely with the Dean to develop a diversity strategy congruent with the mission and business strategy of the school. Ms. Hill also works closely with the school’s Diversity Advisory Board, comprised of executives from the corporate sector to seek and employ best practices from industry.

Ms. Hill founded “Diversity Lunch & Learns,” discussion forums on sensitive topics such as ethnicity, race, gender, and sexual orientation. As the School’s chief diversity officer, Ms. Hill represents the Wisconsin School of Business on the UW-Madison campus diversity leadership team. In May 2015, Ms. Hill represented the Wisconsin School of Business at the White House as Wisconsin became one of the first business schools to commit to best practices for increasing opportunities in business for women and preparing a culturally competent 21st Century workforce. In Fall 2016, she was recognized for her contributions to campus and the community by UW-Madison with the Outstanding Woman of Color award.

Prior to joining the Wisconsin School of Business, Ms. Hill served as the Program Manager for the PEOPLE Program, a pre-college program designed to increase the number of under-represented minority and first-generation students at UW-Madison. She also co-chaired the UW-Extension Chancellor’s Diversity Council and served on the advisory board for the Governor’s Youth Summit. Ms. Hill has led workshops and presentations at conferences throughout the country including National Conference on Race and Ethnicity, University of Wisconsin Diversity Forum, Women and Leadership Conference, and Ascend’s The Power of Diversity conference. She also works with organizations in the public and private sectors to help leaders develop skills to cultivate inclusion, embed inclusive policies and practices into the organization and develop an organizational diversity strategy that functions as a competitive advantage. Ms. Hill holds a Bachelor’s degree from UW-Madison and a Master’s in Business Administration from UW-Whitewater.
Margaret Raymond

*The Best Thing I Ever Learned from a Mentor - or a Mentee*

Margaret Raymond was named Dean of University of Wisconsin Law School in July 2011. As Dean, she serves as the Chief Academic and Executive Officer of the school, with responsibility for faculty and staff development, personnel oversight, fundraising, budget planning and management, curriculum and student academic affairs.

Dean Raymond received a Bachelor's degree from Carleton College and earned her J.D. at Columbia University School of Law, where she was Editor-in-Chief of the Columbia Law Review.

She served as a law clerk to the late Justice Thurgood Marshall of the U.S. Supreme Court and the late Judge James L. Oakes of the U.S. Court of Appeals for the Second Circuit. Following her clerkships, she practiced as a commercial litigator and a criminal defense lawyer. She was a member of the faculty at the University of Iowa from 1995-2011, where she was named the William G. Hammond Professor of Law and was honored with the law school's Collegiate Teaching Award. While at Iowa, Dean Raymond held a number of campus leadership roles, including president of the University Faculty Senate.

Dean Raymond's scholarship focuses on constitutional criminal procedure, substantive criminal law, and the professional responsibility of lawyers. She is the author of a Professional Responsibility casebook, *The Law and Ethics of Law Practice.*

Chief Kristen Roman

*Owning our Stories: A Pathway to Authentic Leadership*

Kristen Roman was appointed Chief of Police/Associate Vice Chancellor of the UW-Madison Police Department in January of 2017. She holds a Master's degree in Criminal Justice from Boston University, and a bachelor's degree in English from the University of Wisconsin-Madison. While a student at UW-Madison, she was a member of the UW Volleyball team.

Prior to her appointment, Chief Roman served for 26 years with the City of Madison Police Department. During her tenure there she held a variety of positions including Police Officer, Recruiting Officer, Community Relations Sergeant, Professional Standards & Internal Affairs Lieutenant, Detective Lieutenant, Patrol Operations Lieutenant, Crisis Negotiation Team Commander, and Community Outreach Captain. In addition, she coordinated department Critical Incident Stress Management efforts and supervised the department's Peer Support Program.

A defining feature of Chief Roman’s career is her extensive work in the area of improving police services to people with mental illness. She has conducted multiple local, statewide, and national trainings/presentations on the subject, is a past NAMI Dane County Board member and a current member of the Board of Directors for Journey Mental Health. Chief Roman is committed to collaborative approaches to ensuring safety and to the practice of always reaching higher.
Rebecca Scheller

Momagers!

Rebecca Scheller serves as the Assistant Dean for Admissions & Financial Aid at the University of Wisconsin Law School. A graduate of both UW-Madison and the University of Wisconsin Law School, she oversees recruitment as well as admissions and scholarship administration. Rebecca currently serves on a number of campus, statewide and national committees, including the Committee on Women in the University, the State Bar Diversity & Inclusion Oversight Committee and as a member of the Board of Trustees for the Law School Admission Council. Rebecca has been recognized as a Wisconsin Law Journal Up and Coming Lawyer, she has received honorable mention for the Vanguard Prize, and most recently, she and the UW Law admissions team were recognized by the Wisconsin State Bar as Legal Innovators for their diversity work. Of course, her greatest accomplishment is serving as a mom to two young children.

Dr. Linda Scott

The Best Thing I Ever Learned from a Mentor - or a Mentee

Dr. Linda Scott was named the 8th Dean of the University of Wisconsin—Madison School of Nursing in July, 2016. She previously served as the College of Nursing’s Associate Dean for Academic Affairs at the University of Illinois at Chicago, with additional responsibilities as the Director of Graduate Studies, PhD Studies, and Urban Health. From 2009-2012, she served as Associate Dean for Graduate Programs at Kirkhof College of Nursing at Grand Valley State.

Her program of research focuses on the impact of fatigue and sleep deprivation on both nurses and their patients. Dr. Scott has also developed and implemented programs focused on economically disadvantaged students, including racial and ethnic minorities. She has led diversity efforts across academic degrees, curricula, and universities, including the implementation of holistic review for admissions.

Dr. Scott is a fellow and board member of the American Academy of Nursing, board member for the International Network for Doctoral Education in Nursing, and editorial board member for the journal Advances in Nursing Doctoral Education and Research (ANDER). She is also a member of the American Nurses Association and the Sleep Research Society.
Jessica Swenson

*Communicating with Assertiveness and Confidence*

Jessica Swenson is the Program Manager for the Fully Prepared to Lead program offered through Learning and Talent Development at UW Madison. She’s been teaching leadership and professional development courses for over 14 years while consulting with and coaching employees, supervisors, and managers on a variety of topics. A graduate of UW-Madison, she has facilitated workshops for the Women and Leadership Symposium, the Teaching and Learning Symposium, and Leadership Sun Prairie. Additionally, she serves as co-chair for the Leadership @ UW Madison initiative. Areas of expertise include Performance Management, Professional Development and Leadership Development.

Kathryn VandenBosch

*The Best Thing I Ever Learned from a Mentor - or a Mentee*

Kathryn VandenBosch became Dean of the UW-Madison College of Agricultural and Life Sciences in March 2012. Prior to that, VandenBosch was a professor of plant biology at the University of Minnesota in St. Paul. In 2001 she became head of the plant biology department there, but took a brief hiatus in 2006 to serve as interim dean of the newly formed College of Food, Agricultural and Natural Resource Sciences. She also served as a member and former chair of the executive committees of both the Faculty Senate and the University Senate.

VandenBosch’s research focused on the genetics of plant-microbe interactions and nitrogen fixation in legumes, a family that includes several agriculturally important species. In 2009 VandenBosch was named a fellow of the American Society of Plant Biologists.

Prior to her tenure at the University of Minnesota, VandenBosch was a faculty member at Texas A&M University for 12 years. She holds M.S. and Ph.D. degrees in botany from the University of Massachusetts Amherst, and spent time at both UW-Madison and the John Innes Institute in Great Britain as a postdoctoral associate. Dean VandenBosch is the current host Dean for the Women and Leadership Series.
Julia Yates

*Mindfulness: It’s More Than Meditation*

Julia Yates (LCSW) is an experienced psychotherapist and teaching faculty with UW Department of Family Medicine and Community Health (DFMCH). She has specialized training in motivational interviewing and structural family therapy. Julia coordinates the DFMCH’s behavioral science curriculum and has a continuity practice at the UW Health Verona Clinic. She is passionate about resident education, whole person health approaches, and patient centered care. Julia served as chair of the DFMCH’s wellness and resiliency task force and will now serve as director of the newly appointment wellness and resiliency board for DFMCH. Julia’s other interests include working with adolescent populations, empowerment approaches in psychotherapy, mindfulness practice and meditation, and incorporating acceptance and commitment therapy into primary care teaching and practice.

Sarah Young

*Creating a Resonant Yes through the Power of No*

Sarah Young works with big thinkers and inspiring teams to increase their positive impact in the world. Prior to launching Zing Collaborative, Sarah spent 8 years in the corporate world leading people, projects and teams, and became obsessed with human potential. Sarah blends corporate experience, research, mindfulness, leadership, coaching, and experiential learning with the goal of empowering organizations, teams, and individuals to get great results in a way that feels inspired and alive. Her clients range from healthcare companies to top universities to high-tech startups to construction crews to state agencies. Regardless of the industry, they share one thing in common: they are serious about increasing their positive impact and tapping into their full humanity to do so. When she's not engaged in conversations with clients, you'll find Sarah camping, riding her fat bike through the woods, experimenting in the kitchen, or hanging out with her favorite 2-legged and 4-legged companions.
Join men and women who support women’s advancement at these FREE events that feature a presentation and an opportunity to network.

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Questions: Tori Seymour, tori.seymour@wisc.edu
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Thursday, July 12, 2018
Memorial Union, UW-Madison Campus
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