UW-Madison

Women & Leadership Symposium

Thursday, July 9, 2015
The Pyle Center
UW-Madison

Women & Leadership Coffee & Conversation
2015 - 2016

Save the Dates!

Wednesday, September 9, 2015
Thursday, October 8, 2015
Wednesday, December 9, 2015
Wednesday, February 17, 2016
Thursday, April 7, 2016

8:00 a.m. check in
8:30 a.m. - 9:30 a.m. conversation
9:30 a.m. - 10:00 a.m. informal networking

**All dates, times, and locations are subject to change.
Watch www.ohrd.wisc.edu for announcements.**

These FREE events feature a presentation and conversation with one of the women deans on campus as well as an opportunity to network.

Registration is appreciated.

Register at: www.talent.wisc.edu — See “Conferences & Special Events”
Questions: contact Kathleen Smith — ksmith@ohr.wisc.edu
UW-Madison

Women & Leadership Symposium

Thursday, July 9, 2015
The Pyle Center

Agenda

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<th>7:30 a.m. - 8:30 a.m.</th>
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<td>3:30 p.m. - 5:00 p.m.</td>
<td>Networking Reception</td>
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Partners

This day of learning and leadership was made possible by generous event partners:

- UW Foundation Women’s Philanthropy Council
- UW-Madison Committee on Women in the University
- UW-Madison Learning and Talent Development, Office of Talent Management in the Office of Human Resources
## Schedule

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<td>7:30 a.m.</td>
<td>Symposium Check In</td>
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<td>8:30 a.m.</td>
<td>Pyle Center Lobby (Refreshments available outside Room 325/326)</td>
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<tr>
<td>8:30 a.m.</td>
<td>Welcome &amp; Introduction</td>
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<td>9:15 a.m.</td>
<td>Keynote: Chancellor Rebecca M. Blank</td>
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<td>Featured Sessions</td>
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<td>- Room 121: Exploring Personality Type to Improve Team Performance</td>
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<td>- Room 213: &quot;EMPTY&quot;</td>
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<td>- Room 309: Connecting the Dots: Maximizing your Professional Network</td>
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<td>- Room 325/326: Developing the Next Generation of Leaders</td>
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<td>- Room 335: Working Well, Living Well</td>
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<tr>
<td>10:45 a.m.</td>
<td>Beverages outside room 325/326</td>
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<td>11:00 a.m.</td>
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<td>- Room 121: From Dream to Action: Creating Opportunities for Women in IT and Beyond</td>
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<td>- Room 213: Plain Language for Effective Communication</td>
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<td>- Room 309: The Business Case for Diversity and its Implications for Leadership</td>
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<td>- Room 313: The Art of Delegating Effectively</td>
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<td>- Room 325/326: The Start of the Journey</td>
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<td>- Room 335: Working Well, Living Well</td>
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<tr>
<td>12:15 p.m.</td>
<td>Lunch</td>
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<td>Pick up in Alumni Lounge. Seating available in Alumni Lounge, outside, or in any of the featured session rooms.</td>
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<td>Luncheon Presenter: Dean Julie Underwood, A 10-Year Perspective - Live video streaming in Room 313</td>
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<td>1:15 p.m.</td>
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<td>- Room 121: Creating a Level Playing Field</td>
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<td>- Room 335: Story Sharing for Resilience: Leading as Your Authentic Self</td>
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<tr>
<td>2:30 p.m.</td>
<td>Refreshments outside room 325/326</td>
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<td>Endnote: Provost Sarah Mangelsdorf</td>
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<td>3:30 p.m.</td>
<td>Room 325/326; Live video streaming in Room 313</td>
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<td>3:30 p.m.</td>
<td>Informal Networking Reception</td>
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<td>5:00 p.m.</td>
<td>Rooftop Terrace at the Pyle Center (Refreshments served)</td>
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<td>*Rain location: Pyle Center Alumni Lounge</td>
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8:30 a.m. - 9:15 a.m.
Room 325/326 and Room 313

Keynote: Chancellor Rebecca M. Blank

Rebecca M. Blank became chancellor of the University of Wisconsin-Madison in July 2013.

Blank’s experience blends a knowledge of economics with a history of leading through innovation, and a background as an educator and researcher. In taking the position, Blank spoke of two distinct agendas for UW-Madison: providing the next generation with the skills necessary to succeed in the world’s changing economy, and maintaining this university’s position as a leader in innovation and research.

Leading Wisconsin’s flagship university represents a return to academia for Blank. From 2009 to 2013, she served in top positions at the U.S. Department of Commerce. She started as under secretary for economic affairs, and then was named deputy secretary and acting secretary of the agency, managing nearly 45,000 employees and a $10 billion budget. During her time at the agency, Blank not only led a large and complex organization, but also worked to promote economic development with an emphasis on connecting research and innovation with job creation and economic growth.

Blank brings strong academic credentials to the position of chancellor. She served as dean and professor of public policy and economics in the Gerald R. Ford School of Public Policy at the University of Michigan from 1999 to 2008. In her role as dean, she launched such innovations as interdisciplinary graduate programs and an undergraduate public policy major. Before joining the Department of Commerce, she was a fellow at the Brookings Institution, a nonprofit public policy research think tank in Washington, D.C.

Earlier in her career, she was a member of the faculty at Northwestern University and Princeton University, as well as an assistant visiting professor at the Massachusetts Institute of Technology. She also spent two years, from 1997 to 1999, as a member of the President’s Council of Economic Advisers.

Blank is not a newcomer to UW-Madison. She was on campus in fall 1985 as a visiting fellow in the Department of Economics and the Institute for Research on Poverty and has attended many conferences and events here.

Blank was born in Missouri and later moved to Minnesota. She earned an undergraduate degree in economics from the University of Minnesota, and a doctoral degree in economics from the Massachusetts Institute of Technology.

She is married to Hanns Kuttner, a senior fellow at the Hudson Institute, a Washington, D.C., think tank. They have one daughter.

12:20 p.m. - 12:30 p.m.
Alumni Lounge, Live video streaming available in Room 313

Luncheon Presentation: Dean Julie Underwood

Julie Underwood, a nationally recognized authority on school law, became the eighth dean of the University of Wisconsin-Madison School of Education in August 2005. During the spring 2009 semester, she served campus as the Interim Provost.

Underwood has a bachelor’s degree from DePauw University (1976), law degree from Indiana University (1979), and Ph.D. in educational leadership from the University of Florida (1984).

She was a faculty member of UW-Madison’s Department of Educational Administration (now Educational Leadership and Policy Analysis) from 1986 to 1995. During that period, she served as department chair (1993 - 94), associate dean of the School of Education (1994 - 95), and co-director of the Wisconsin Center for Education Policy at the Robert M. La Follette Institute of Public Affairs (1990 - 93).
From 1995 to 1998, she served as dean of Miami University’s School of Education and Allied Professions and from 1998 to 2005 as associate executive director and general counsel for the National School Boards Association (NSBA) in Washington, D.C.

At the NSBA, she led a legal advocacy program on behalf of the nation’s public school boards, including producing friend-of-the-court briefs and legal strategies before the U.S. Supreme Court and lower courts. She also was responsible for the 3,000-member Council of School Attorneys.

She has co-authored several books, including School Law for Teachers (Prentice Hall, 2005), Legal Aspects of Special Education and Pupil Services (Boston: Allyn & Bacon, 1994), and The Principal’s Legal Handbook (Education Law Association, 1993).

Underwood refers to education as “the family business.” When she was growing up, her father was a superintendent. Her mother was a special educator and capped off her career as the director of special education in Norfolk Public Schools. Her sister is a special education teacher, turned superintendent. Underwood recalls that dinnertime conversations were mostly about teachers, curriculum, and special education.

2:45 p.m. - 3:30 p.m.
Room 325/326 and Room 313

Endnote: Provost Sarah Mangelsdorf

Sarah C. Mangelsdorf is the provost and vice chancellor for academic affairs at the University of Wisconsin-Madison. She began serving as provost in August, 2014.

Mangelsdorf comes to Madison after serving six years as the dean of the Judd A. and Marjorie Weinberg College of Arts and Sciences at Northwestern University, where she was also a member of the Department of Psychology. Prior to Northwestern, Mangelsdorf served from 2004 to 2008 as the Henry E. Preble Dean of the College of Liberal Arts and Sciences at the University of Illinois at Urbana-Champaign, and was the first woman to hold that position. She joined the University of Illinois Department of Psychology in 1991 and served as associate provost from 2001–03 and head of the psychology department from 2003 to 2004. She previously served four years as an assistant professor of psychology at the University of Michigan.

Mangelsdorf’s scholarship focuses on social and emotional development in infancy and early childhood, and she is the author of numerous articles in developmental psychology. At the University of Illinois, she was honored several times for her teaching. She won the Mabel Hohenboken Teaching Award in 1997 and the William Prokasy Teaching Award in 1998, the college's highest award for teaching.

She has served on the editorial boards of five academic journals, including the editorial boards of "Child Development" and "Infant Behavior and Development," and is a fellow at the American Psychological Association. She chaired the Committee on Institutional Cooperation (CIC) Arts & Sciences Deans Group and serves as a trustee of the Erikson Institute in Chicago.

Mangelsdorf earned her bachelor's degree in psychology in 1980 from Oberlin College in Ohio and her doctorate in 1988 in child psychology from the University of Minnesota. In 2012, she received the Distinguished Alumni Achievement Award from the College of Education and Human Development at the University of Minnesota.
Featured Sessions

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

Exploring Personality Type to Improve Team Performance 121
Robbi Dreifuerst

Individuals are more than just sets of skills, knowledge, and competencies. There is something intangible that brings order, excitement, and unique nuances to each one of us. That intangible is personality.

Exploring personality type helps us discover patterns in the differences among us. It brings a framework to the complex interactions between people in our world of work. As team leaders, this understanding helps us tap into people’s strengths, discover how staff work best together, and brings an objective perspective that can help minimize unnecessary conflict. In this session, you complete a brief questionnaire to identify your own type, then we explore the strengths of each personality type and how to capitalize on this in a team setting.

By the end of this session, you should be able to:
1. Describe yourself in terms of your type and explain the strengths and limitations of that type.
2. Explain why task-oriented groups benefit from a mixture of types.
3. Explain how differences in style can cause team conflict, and identify strategies for resolving such conflicts.

Connecting the Dots: Maximizing your Professional Network 309
Jessica Moehr

“IT’s not what you know, it’s who you know,” will only take you so far. Professional networking is not about the number of business cards you collect, it’s about the courage to initiate relationships and the skills to nurture and allow your network to grow. We use our networks for just about everything in life, from finding new jobs, to connecting with learning communities, to buying a car, to hiring a reliable plumber. Anyone can learn how to build an effective network that can help connect them to new opportunities.

In this interactive session you will learn what professional networking is and isn’t, have the opportunity to network with others, explore some small talk starters to get the conversation going, how to establish a professional presence, and strategies for gracefully exiting a conversation. We will also explore the impact social media has on professional networking. Attend this session prepared to talk and share experiences and even meet someone new!

Giving Effective Feedback 313
Shelly Vils Havel

This workshop is designed to help leaders learn how to provide feedback any time that the message is due. Whether feedback is formal or informal, and whether it is provided to employees, peers, or someone else, there are ways that it can be structured to be effective and lasting. Join us in this interactive workshop where we will explore why the way we deliver feedback is important, how to deliver a message so that people accept it and make changes that may be needed, and how to provide effective feedback in real life situations. Upon completion, participants will be able to:

- Explain why feedback is essential and effective feedback is critical
- Apply a framework for providing formal or informal feedback
- Use descriptive language in delivering feedback
- Describe characteristics of effective feedback
- Identify new techniques in application

Developing the Next Generation of Leaders 325/326
Helyn Luisi-Mills, Nichelle Nicolas, M.S.M., and Christine Posey

This moderated panel discussion will highlight three programs focused on helping to develop girls into future leaders in the Madison area. Girls Scouts, Girls, Inc. of Greater Madison, and the Boys & Girls Club all provide opportunities for girls to get involved, engage with others, learn new skills, connect purpose with passion, and become leaders. These programs are shaping our girls into women of substance.

Learning Objectives:
- Participants will gain a greater understanding of the three programs.
- Participants will engage with others about how these programs are similar and different.
- Participants will learn how others in the community can benefit from the programs offered by the three entities.

Working Well, Living Well 335
Molly Heisterkamp

Many people are at work for a minimum of 40 hours per week. Our choices, behaviors, and environment impact our wellbeing. Learn what it means to be well at work and how to create a workplace that not only supports our personal wellbeing, but that of everyone’s with a workplace wellness initiative.

Learning Objectives:
- Explore what wellness means
- Understand the importance of promoting wellness in the workplace
- Learn best practices in creating a successful workplace wellness initiative

11:00 a.m. - 12:15 p.m.

From Dream to Action: Creating Opportunities for Women in IT and Beyond 121
Edward Hoover, Sandee Seiberlich, and Brenda Spychalla

In creating a community dedicated to the recruitment, retention and advancement of women working in IT on campus, the UW-WIT leadership team learned many things applicable to leadership in any field.

We know that increasing diversity in the workforce through recruitment is not a women’s issue (or an issue relevant only to other underrepresented groups). Diversity and inclusivity are business and human issues. Studies show that businesses profit from benefits that diverse perspectives bring to innovation and the ability to compete for scarce resources.

We have learned that women are currently underrepresented in IT positions at UW-Madison and nationally. Advancing women in any field, including STEM vocations, isn’t just about women; it is about creating the best workforce possible.

UW-WIT is a campus organization, supported by the Office of the CIO,
that was announced at the 2013 Women & Leadership Symposium and kicked off one year later. Since that time, our membership has grown to over 300 members. Please join members of the UW-WIT team while we discuss lessons learned, what we hope to achieve, and how you can benefit.

**Featured Sessions**

**Plain Language for Effective Communication**

*Jennifer Sell*

Have you ever spent time, energy or money dealing with fallout from miscommunication on the job? Do you want to feel more confident that your audience understands you correctly—the first time? Using “Plain Language” strategies in verbal and written communication may be the answer. Now more than ever, we all have a lot of messages competing for our attention. People are more likely to comply with Plain Language instructions and requests because they take less time to read and understand, reduce misunderstanding, and lower feelings of stress and confusion. From federal employees to corporate professionals, people all over are using Plain Language with supervisees, co-workers, consumers, and clients to lessen their workloads. Join us for language samples, demonstrations, and practice case studies to learn more about Plain Language guidelines ranging from word choice to font selection, grammar tweaks to conversation cues. Whether you work in a multilingual, multicultural setting or share the same language as your colleagues, this workshop will provide tools you can use immediately to reduce the time you spend managing misunderstanding and free up resources to accomplish your goals.

**The Business Case for Diversity and its Implications for Leadership**

*Binu Palta Hill*

Diversity has become a strategic imperative for businesses to effectively compete in the marketplace. Diversity without inclusion is ineffective, and often leads to conflict. Inclusion is necessary for realizing the benefits of diversity. An organization must cultivate an inclusive culture that leverages the diverse talents and experiences of its members because of (not in spite of) their differences. An inclusive culture lifts barriers, encourages cross-cultural collaboration and fosters a sense of belonging for all members of the organization. Leadership plays a critical role in setting the tone for an inclusive culture that leverages differences to drive organizational performance.

**The Art of Delegating Effectively**

*Shelly Vils Havel*

Delegation is often one of the hardest skills for a leader of any level to master. However, the skill can be learned. This interactive workshop will explore many of the facets of delegation, including when to delegate and to whom to delegate. We will also go through the delegation process step by step and learn about techniques to overcome problems. Effective delegation is one of the most valuable skills you can master. It reduces your workload and assists in developing others’ skills. Upon completion participants will be able to:

- Identify how delegation fits into your role and how it can benefit you
- Define different ways of delegating tasks
- Use a stepped process for effective delegation
- Choose to give better instructions for better delegation results
- Identify common delegation pitfalls and how to avoid them

**The Start of the Journey**

*Lori Berquam, Katharyn May, Margaret Raymond, Norma Saldivar, Julie Underwood, and Kathryn VandenBosch*

“Who you are to be - you are now becoming.” This quote is true for all of us. Join the female Deans as they share their journeys to becoming a Dean. What were the surprises, the challenges and the heartaches along the way? This storytelling session will involve photos and lots of laughter.

**Working Well, Living Well**

*Molly Heisterkamp*

Many people are at work for a minimum of 40 hours per week. Our choices, behaviors, and environment impact our wellbeing. Learn what it means to be well at work and how to create a workplace that not only supports our personal wellbeing, but that of everyone’s with a workplace wellness initiative.

Learning Objectives:

- Explore what wellness means
- Understand the importance of promoting wellness in the workplace
- Learn best practices in creating a successful workplace wellness initiative

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

**Creating a Level Playing Field**

*Tara Martino and Brittany Vezina*

This session will begin with a viewing of Shelly Correll’s talk entitled “Creating a Level Playing Field”. The video will discuss how stereotypes act as a shortcut in information processing. Correll speaks to how organizations and individuals make decisions and how knowledge of the decision making process can lead to error reduction and a more inclusive work environment. After watching the video, session facilitators Tara Martino and Brittany Vezina will engage participants in a thoughtful discussion about biases in our own workplaces and share tools for mitigating and confronting these biases. By the end of the course, participants will be able to:

- Define gender stereotypes and how they lead to bias
- Give examples of implicit bias in the workplace
- State the six strategies to navigate biases
- Create a personal action plan to reduce bias in the workplace

**Leadership Do-Over: What to Do If You Believe Your Leadership Action Was Wrong!**

*Lori Scroggs*

Each of us has likely taken a leadership action that we later regretted. In some cases this may have led to a first impression or early impression of your leadership that really did not reflect your true leadership style. Or it may have been a leadership decision you made with the information at hand, but now with additional information at your fingertips, you wish you had made a different decision. It could even include an action you took some cases this may have led to a first impression or early impression of your leadership that really did not reflect your true leadership style. Or it may have been a leadership decision you made with the information at hand, but now with additional information at your fingertips, you wish you had made a different decision. It could even include an action you took in spite of what you believe to be at the time.
Featured Sessions

A Mysterious Link Between Identity and Intellectual Performance: Stereotype Threat at Work and School 313
Lisa Jansen and Theresa Pesavento
Gender stereotypes can result in unconscious behaviors at work and school. Research described by Claude M. Steele in Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do shows the impact these behaviors can have on intellectual performance. In this interactive workshop, we will describe the concept of stereotype threat, discuss research on the effects of stereotype threat on intellectual performance, and use case studies to generate practical ideas for identifying and minimizing stereotype threat at work and school. This session is an outgrowth of a discussion Lisa and Theresa facilitated for the UW-Madison CIO-sponsored book discussion group on Whistling Vivaldi.

EMPOWER: Embracing and Promoting Options for Women to Enhance Retirement 325/326
Lara Hinz and Tarna Hunter
Did you know that women are almost twice as likely as men to live below the poverty line during retirement? Many of these women who end up in poverty have never been poor before. Will you have enough money to retire?

For a number of reasons, women save significantly less money for retirement than men. In 2015 the Department of Employee Trust Funds is sponsoring a year-long, statewide educational campaign to inspire and encourage women to save for their retirement. The educational campaign, “EMPOWER: Guiding Women of All Cultures Toward a Strong Financial Future,” will provide a greater awareness among public employees of their current Wisconsin Retirement System benefits, improve basic financial literacy, and build understanding of the tax advantages of supplementing their retirement savings through the Wisconsin Deferred Compensation Program or other supplementary savings. This session will provide participants with an overview of the EMPOWER campaign, information on the unique challenges that women face preparing for retirement, and strategies and tools to better prepare for retirement. The session will conclude with next steps and a discussion on how women, as leaders, can work to help close the retirement savings gap.

Story Sharing for Resilience: Leading as Your Authentic Self 335
Alice Traore
In this workshop, participants will discover the power of story sharing—how sharing and listening to personal work-related stories is empowering and can result in the discovery of one’s authentic leadership style. Individuals will also learn lessons from each other, identify with relatable situations, and gain insight in hearing how others overcame work-based challenges. During this interactive workshop, participants will be given “writing prompts”, encouraging them to unearth a story that has become a persistent obstacle, keeping them from success or causing them to suffer from “imposter syndrome”. Participants will be given time to write and share a brief story. By the workshop’s end, participants will have explored ways to turn negative self messages into stories of resilience that they can apply to their current workplaces.
Presenter Biographies

Robbi Dreifuerst
Robbi Dreifuerst is an outreach program manager in the Department of Liberal Arts and Applied Studies in the Division of Continuing Studies. She leads the Leadership and Management programming group and directs the Wisconsin Certified Public Manager® Program, a nationally-accredited management development program.

Molly Heisterkamp
Molly Heisterkamp is the Employee Wellness Coordinator at UW-Madison. She has been promoting employee wellness since 2008; previously working in both the private and not-for-profit sectors. Molly earned a Bachelor’s of Science degree in Community Health Education from UW-La Crosse and is a Certified Health Education Specialist.

Edward Hoover
Edward Hoover started his career with the Division of Information Technology (DoIT) at the University of Wisconsin – Madison in 2004. He currently serves as an Assistant Director of the User Services department and manages the operations of the Tech Store. Throughout his career, he has been energized by process improvements and delivering customer service excellence. Edward is a core member of the UW-WIT group and has been an advocate for adopting best practices in recruiting for a diverse workforce.

Edward is a first generation college graduate and received his undergraduate degree as a working professional from the University of Wisconsin – Green Bay.

Lara Hinz
Lara Hinz is Director of Programs at WISER, the Women’s Institute for a Secure Retirement. Ms. Hinz oversees WISER’s national outreach and partnership activities, which focus on providing low- to moderate-income women with the financial tools and information they need to develop long-term financial security. Ms. Hinz further provides technical assistance with workshops and training curricula to national and community organizations around the country in her role as deputy director of the National Resource Center on Women and Retirement Planning, operated by WISER and funded by the U.S. Administration on Aging. Prior to WISER, Ms. Hinz worked at the Institute for Women’s Policy Research where she focused primarily on older women’s economic issues and served as Managing Editor for the Journal of Women, Politics, and Policy. She holds a Master of Social Work degree from Columbia University and in 2012 was inducted as a member of the National Academy of Social Insurance.

Tarna Hunter
Tarna Hunter is the Legislative Liaison for the Wisconsin Department of Employee Trust Funds and co-founder of the EMPOWER project, an innovative grassroots campaign to educate and engage women on the importance of saving for their retirement. She enjoys working on federal and state retirement policy and has spent the last year championing a statewide campaign to raise awareness about the retirement savings gap affecting women. Prior to joining the Wisconsin Department of Employee Trust Funds, Tarna worked as a senior policy analyst for Wisconsin’s community and economic development programs, working on federal and state legislation, budget development and legislative negotiations. Before moving to Wisconsin, Tarna worked in Washington D.C. and San Diego, CA. Tarna holds a Bachelor of Arts in Political Science and Women’s Studies from San Diego State University and a Masters of Public Administration from the University of Wisconsin – Oshkosh.

Lisa Jansen
Lisa Jansen is Associate Director of L&S Learning Support Services, which supports teaching and learning with technology in the College of Letters & Science. Lisa manages the day-to-day operations of LSS and, as someone who hires and supervises IT staff, is interested in developing practices to increase the number of women and other underrepresented groups working in IT. She is an experienced workshop facilitator and has completed The Journey of Collaboration and Facilitation. Prior to becoming Associate Director in 2008, Lisa was an instructional technology consultant and training coordinator at LSS and UW-Cooperative Extension. She holds a Bachelor’s Degree in Journalism and Mass Communication from UW-Madison.

Helyn Luisi-Mills
Building on her ten years of work in the government and nonprofit sectors, Helyn Luisi-Mills is now the Outreach Manager at the Goodman Community Center. She provides direction and oversight for programs focusing on healthy living, building life skills, and academic enrichment serving youth throughout Madison in schools and cross-center collaborations. Her experience and research is on positive youth development program development, implementation, and evaluation and on civic engagement among emerging adults. She has a master’s degree from the University of Wisconsin’s Civil Society and Community Research program in the School of Human Ecology. She was a fellow at the UW Morgridge Center for Public Service Community University Exchange (CUE) where she worked with others to build innovative solutions that strengthen collaboration between the community and the university.

Tara Martino
Tara is a Training Officer for the Office of Talent Management. She recently graduated with a Bachelor’s degree in Psychology from the University of Wisconsin-Madison. As an undergraduate, Tara was heavily involved with various leadership development organizations on campus and has facilitated her peers through the Social Change Model of Leadership. She is the Company Manager for a Non-Profit Performing Organization called the Wisconsin Singers. In her role, she acts as the liaison between the executive board and the student performers as well as the main contact for sponsors and events.

Jessica Moehr
Jessica Moehr is a Training Coordinator in Learning and Talent Development, Office of Talent Management in the Office of Human Resources and serves as the program manager for the Fully Prepared to Lead program. She’s been teaching leadership and professional development courses for over 12 years while consulting with and coaching employees, supervisors, and managers on a variety of topics such as performance management, change management, leadership at all levels, business writing, coaching, and feedback. A graduate of UW-Madison, she has facilitated workshops for the Women & Leadership Symposium, the Leadership & Management Development Conference, the Office Professional Conference, and Leadership Sun Prairie. Areas of
expertise include Performance Management, Professional Development and Leadership Development.

Nichelle Nichols, M.S.M.
Nichelle Nichols, Chief Academic Officer, Boys & Girls Club of Dane County, has served as a non-profit manager and leader in various Dane County organizations serving children and families for the last 15 years. At BGCDC, she provides leadership for all education programs including College Club, AVID/TOPS and college continuation services for students enrolled in college.

Nichols has a Master of Science in Business Management from Cardinal Stritch University and a B.S. in Family & Consumer Journalism from University of Wisconsin-Madison. She is an active member of the Dane County Young Alumni.

Prior to her role with BGCDC, Nichols’ career has included leadership for school-based educational programs for the Urban League of Greater Madison, development and community outreach for Community Action Coalition, and management of volunteers and parent programming at Big Brothers Big Sisters of Dane County and Family.

Binnu Palta Hill
With over 17 years of work experience in the University of Wisconsin System, Binnu Palta Hill joined the Wisconsin School of Business in 2006. In her role as Director of Diversity, she works closely with the Dean in developing a diversity strategy congruent with the business strategy for the school. Additionally, she advises the Dean and members of the leadership team on issues related to diversity and inclusion impacting students, staff and faculty in all areas of the school. Ms. Hill works closely with the school’s Diversity Advisory Board, comprised of executives from the corporate sector and campus leaders, to gather best practices from industry and develop processes applicable to the business school. As the business school’s chief diversity officer, Ms. Hill represents the Wisconsin School of Business on the UW-Madison campus diversity leadership committees. Her previous diversity work includes co-chairing the UW-Extension Chancellor’s Diversity Council and serving on the advisory board for the Governor’s Youth Summit. Ms. Hill holds a Bachelor’s degree from UW-Madison and a Master’s in Business Administration from UW-Whitewater.

Theresa Pesavento
Theresa Pesavento co-coordinates instructional technology consulting at L&S Learning Support Services and researches curricular and instructional practices. She is an experienced workshop facilitator and classroom instructor who is committed to creating inclusive work and learning environments through dialogue and collaboration. Prior to joining the LSS Consulting Team in 2010, Theresa taught French, English, and public health at the university level; before her career in higher ed, she worked in the advertising industry. She holds her BA and MA in French Literature (Carleton College: UW-Madison) and is in the Curriculum & Instruction PhD program in the UW-Madison School of Education.

Christine Posey
Christine Posey is the Director of Girl Leadership at Girl Scouts of Wisconsin—Badgerland Council in Madison, Wisconsin.

Lori Scroggs
Lori Scroggs came to the UW-Madison Office of Quality Improvement (OQI) in 2014. Prior to becoming an OQI Consultant, Lori served as Vice President for Learning and Student Development and in earlier years as Vice President for Planning and Institutional Effectiveness at Illinois Valley Community College, Oglesby, IL. During this time she was responsible for academic programs, student services, and college accreditation. Concurrently, she served as a strategic planning consultant for higher education and nonprofit organizations and in 2010 was selected as a member of the Board of Examiners for the national Baldrige Performance Excellence Program administered through the National Institute of Standards and Technology (NIST) and the U.S. Department of Commerce. Lori also taught graduate and undergraduate courses in leadership studies from 2003-2009, while she coordinated the Human Services Administration Master’s Program, and co-led the Undergraduate Minor in Leadership Studies at Bradley University, Peoria, IL.

Sandee Seiberlich
Sandee Seiberlich has over twenty years of progressive IT project and team management experience and is currently employed as Enterprise Academic Systems Project Manager for the UW-Madison Division of Information Technology (DoIT).

Sandee is a third generation Madison resident with a BA in Political Science from UW-Madison. She recently earned a Master’s in Information Technology through DePaul University’s College of Computing and Digital Media, with emphases in project management and IT organizational leadership.

For nearly a decade, Sandee was a steering committee member for the Lillith Computer Group, an initiative co-sponsored by the UW-Madison and the Madison Metropolitan School District. Lillith was underwritten by grants to create IT opportunities for middle school-aged girls via in-school clubs and on-campus technology fairs.

Sandee serves as a member of the UW-WIT core team, the WORT Community Radio Board of Directors, and as a regularly featured radio guest for IT topics.

Jennifer Sell
Jennifer Sell is an English Language Learning (ELL) Instructor and Training Officer with Cultural Linguistic Services at UW-Madison. She helps employees develop the English language skills they need to achieve their goals on the job and in the community. She also facilitates trainings for supervisors, managers, and other campus groups on effective communication in the multilingual and multicultural workplace and works on Plain Language projects through the Office of Human Resources Development. Jennifer graduated from UW-Madison with an MA in German Literature and certification in TESOL, after which she taught Workplace English and business communication classes for professionals in Austria, Spain and the United States. She has more than 15 years’ experience teaching adult English language learners in the fields of Workplace Literacy, Health Literacy, Family Literacy, and Financial Literacy.

Brenda Spychalla
Brenda Spychalla is an Assistant Director for Media, Education Resources & Information Technology (MERIT) in the School of Education at UW-Madison, where she manages a diverse range of IT teams.
delivering and supporting services across the school. She is currently a
core team member of the UW-Women in Information Technology
(UW-WIT) campus group and has participated in numerous other campus
IT and governance groups, including the CIO-sponsored Women in IT
project team, the UW-Madison Information Technology Committee (ITC),
the Academic Staff Mentoring Program Committee, and the Campus
Technical Issues Group (CTIG). Her interests include gender diversity
issues in IT, leadership and management, governance, strategic
planning, policy making, mentoring, IT services, and project management.
Brenda has been a technologist in the School of Education since 1994.
She has an MA in Library and Information Studies and a BA in History
and Economics from UW-Madison.

Alice Traore
Alice Traore has been a Student Affairs professional for over 15 years.
As the former Associate Director of UW-Madison’s Multicultural Student
Center, Alice obtained training and teaching experience in work grounded
in social justice. Having recently changed career paths, Alice is now a
Training Officer for Learning and Talent Development in the Office of
Talent Management in the Office of Human Resources. As a trainer, she
hopes to facilitate workshops that examine the workplace through a social
justice lens. Today’s workshop explores the concept of transformative
leadership through story sharing.

Brittany Vezina
Brittany is a Business Management Associate for General Mills Inc. She
received her degree from the University of Wisconsin – Madison School
of Business in Marketing and Management. As an undergraduate,
Brittany was focused on expanding her knowledge in leadership and
training through the various activities and clubs that she was a part of. In
addition to her schoolwork, she interned for the Office of Talent
Management at the UW-Madison where she helped to plan and promote
conferences and special events for the University. Her wealth of
experience has given her a unique perspective on the role that gender
can play in determining success in business.

Shelly Vils Havel
Shelly Vils Havel is a Training and Change Management Coordinator with
UW-Madison’s Office of Talent Management in the Office of Human
Resources. She is currently facilitating the learning and professional
development needs of the HR Design Project. Shelly is a seasoned
instructional designer as well as facilitator and coach. She has experience
in most areas of the training and development industry with a big
emphasis on professional and motivational coaching and personal
development. She designs and develops tools in order for staff to execute
at the highest possible level.
Shelly has been involved in the private sector industry for over 20 years
focusing her efforts on delivering education and professional
development for Credit Union’s changing needs. Shelly has spoken to
Credit Unions, leagues, and other agencies across the United States
delivering education and advice about team building, coaching for
success, generational differences, best practices in the workplace, and
many other topics. Shelly has a natural talent for engaging an audience
and delivers her message in a way that leaves participants more
knowledgeable and excited about the subject at hand.
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UW Foundation Women’s Philanthropy Council
http://www.uwfoundation.wisc.edu

UW-Madison Committee on Women in the University
http://www.secfac.wisc.edu/senate/2013/1202/2457.pdf

UW-Madison Learning and Talent Development
Office of Talent Management
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http://www.talent.wisc.edu

Save the Date!

UW-Madison
Women & Leadership Symposium 2016

Thursday, July 7, 2016
The Pyle Center on the UW-Madison campus