

From Surviving to Thriving

VIRTUAL CONFERENCE
& RETREAT

MONDAY & TUESDAY

June 7–8, 2021

ACE[®] American
Council on
Education[®]
WOMEN'S NETWORK PENNSYLVANIA

Welcome to the

FOURTH ANNUAL LEADERSHIP CONFERENCE & RETREAT

Hosted by Kutztown University

ACE[®] American
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WOMEN'S NETWORK PENNSYLVANIA

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Message from PA ACE
State Chairperson
Catherine Feminella

On behalf of the leadership and members of PA ACE, I am honored and delighted to welcome you to our fourth annual state leadership conference and retreat. Our conference theme: "From Surviving to Thriving" was inspired by the experiences of our members as well as the national ACE Women's Network. This topic is timely as the past year, maybe past few years, have presented us with personal and professional challenges and hurdles that sometimes seemed impossible to manage. Executives, faculty, and administrators managed working from home, teaching from home, hybrid working/teaching, balancing personal life experiences and challenges with the new demands of the world of work. Not to mention, living through a global pandemic, as well as political and civil unrest as we navigated a variety of social justice matters both locally and globally.

Our colleges and universities were tasked with helping our students and colleagues to navigate these challenges. These unique circumstances required creative problem solving, innovation, and collaborative, forward-thinking leadership. Our members pushed forward to move from surviving to thriving as a result of their creativity, innovation and of course leaning on one another within our network and with our sisters in ACE networks throughout this region of the country. The conference workshops and breakout sessions reflect this conference theme and explore a variety of areas that support the advancement of women professionally and personally. It is our hope that conference attendees will benefit from these opportunities to engage with and learn from colleagues within and outside the Academy.

The success of our conference and retreat is solely dependent on the support, time, effort, and service of many. On behalf of PA ACE, we would like to extend our sincere thanks for the conference planning committee and their continual efforts to support the planning and execution of this special event. We especially thank Dr. Pam Carter and Dr. Karen Rauch, Conference Planning Co-Chairs and the members of the Conference Planning Committee, Dr. Terri Amlong, Ms. Lisa Ratmansky, Dr. Debra Faszler-McMahon and Ms. Heather Dotchel for all of their expertise, time, and continued service to PA ACE. Our organization would not continue to thrive without the generous dedication of time and talents of our members, board, and other thoughtful contributors. On behalf of the PA ACE planning committee as well as the board, we hope that you enjoy the virtual conference and retreat and leave renewed and inspired. When I think about us moving from surviving to thriving, I think you would agree that Amanda Gorman said it best, "The new dawn blooms as we free it. For there is always light, if only we're brave enough to see it. If only we're brave enough to be it."

PA ACE Women's Network Executive Board Members

- Terri Amlong**
Delaware County Community College
- Elizabeth Bugaighis**
Northampton Community College
- Pam Carter**
Community College of Philadelphia
- Heather Dotchel**
Calluna Communications
- Debra Faszler-McMahon**
Seton Hill University
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- Karen Rauch**
Kutztown University of Pennsylvania
- Lisa Ratmansky**
Holy Family University

2021 PA ACE Women's Network Presidential Sponsors

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| ACE Women's Network Executive Council Liaisons | Deborah McCreery
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| | Yves Salomon-Fernández
Greenfield Community College |

Conference At A Glance

Monday, June 7, 2021

1:00: **Welcome to Day 1**

1:10: **Keynote Address**

2:10: **Break**

2:15: **Professional Development Panel**

3:15: **Break**

3:20: **Yoga Nidra**

4:15: **Afternoon Wrap-Up**

Tuesday, June 8, 2021

9:00: **Welcome to Day 2**

9:10: **Keynote Panel: Shared Equity Leadership**

10:10: **Break**

10:15: **Leading the Life You Want**

11:15: **Break**

11:20: **Carrying It Forward**

11:50: **Conference and Retreat Wrap-Up**

Monday, June 7, 2021 1:00pm – 4:30pm

1:00: Welcome to Day 1

- **Welcome and Overview of the Organization**
Catherine Feminella, President, PA ACE Women's Network
- **Introduction to the Conference**
Pam Carter, Conference Co-Chair

1:10: Keynote Address:



Loree D. Jones, CEO, Philabundance
"Living Life More Abundantly: Reflections on Leading During COVID"

Having joined Philabundance approximately one year ago, Loree shares insights from leading the largest hunger organization in the Delaware Valley region, spanning nine counties in Pennsylvania and South Jersey, during a pandemic unprecedented in its impact during this generation.

2:10: Break

2:15: Professional Development Panel

Moderator: Terri Amlong, Vice-President, PA ACE Women's Network

Panelists:

- Jenifer Cushman, Ph.D.
*Chancellor
Penn State, Beaver*
- Sue Mukherjee, Ph.D.
*Chief Strategy Officer and Senior Associate Provost
Shippensburg University of PA*
- Denise Pearson, Ph.D.
*Vice Chancellor and Chief Diversity, Equity and Inclusion Officer
PA State System of Higher Education*

Provided from the perspectives of three senior higher education leaders, this panel focuses on the importance of professional development in three specific areas: Professional Presence, Working with Data, and Diversity, Equity and Inclusion.

3:15: Break

3:20: Yoga Nidra with MP Vare, MBA, C-IAYT

Yoga nidra is a step-by-step guided sleep meditation. You'll remain awake while resting deeply, as if you've had a sweet slumber. We'll spend much of the session lying down (seated works too, if you prefer). You'll need a place to rest, ideally a place that is as free from distractions as possible. You are encouraged to incorporate some luxuries into the practice, ideas include: your favorite blanket and pillow, lighting a candle, using a soothing essential oil, an eye pillow, earbuds, and wearing comfortable clothing (maybe even your PJ bottoms!). It can be helpful to have a journal nearby to jot down any thoughts or ideas that arise following the practice. It's also great to have a little snack on hand, like nuts or a piece of chocolate, for after your practice.

4:15: Afternoon Wrap-Up

Karen Rauch, Conference Co-Chair

9:00: Welcome to Day 2

- **Special Welcome from our ACE Women’s Network Executive Council Liaison**

Yves Salomon-Fernández
President, Greenfield Community College
Member, Women’s Network Executive Council

9:10: Keynote Panel: Shared Equity Leadership

Moderator: Pam Carter, Conference Co-Chair
Panelists:

- Elizabeth M. Holcombe
Senior Postdoctoral Research Associate
Pullias Center for Higher Education
University of Southern California
- Angela N. Campbell, Ph.D.
Vice President of Mission, Diversity, Equity, and Inclusion, and Student Engagement
Associate Professor, School of Education
Cabrini University
- Nicole R. Stokes, Ph.D.
Associate Provost for Diversity, Equity and Inclusion
University Professor of Sociology
Saint Joseph’s University

This panel focuses on a recent report entitled, “[Shared Equity Leadership: Making Equity Everyone’s Work](#),” published by ACE and USC Rossier’s Pullias Center for Higher Education. One of our panelists, Elizabeth Holcombe, co-authored the report. Panelists will discuss the concept of Shared Equity Leadership and how it can be applied in our daily work lives. Attendees will have an opportunity to ask questions during the Q&A portion of the session.

10:10 Break

10:15: Leading the Life You Want

Michelle Vancour
Interim Associate Dean of the College of Health and Human Services
Southern Connecticut State University

This session will provide an overview of the issues that challenge us daily, along with practical tips for reframing our experiences and expectations, gaining control and setting goals, as well as engaging in self-care activities for improved work-life integration and quality of life.

11:15: Break

11:20: Carrying It Forward

Lisa Ratmansky, PA ACE Women’s Network Conference Planning Committee
Karen Rauch, Conference Co-Chair

Lisa and Karen provide reflections on our time together and how we might carry what we have experienced into our future day-to-day lives.

11:50: Conference and Retreat Wrap-Up

Catherine Feminella, President, PA ACE Women’s Network
Pam Carter, Conference Co-Chair

About Our Featured Speakers

Angela Campbell

*Vice President of Mission, Diversity, Equity, and Inclusion, and Student Engagement
Associate Professor, School of Education
Cabrini University*

Campbell has recently returned to Cabrini University as the first Vice President of Mission, DEI, and Student Engagement and Associate Professor, School of Education. As a member of the President's Cabinet she works to actively engage the University community in understanding and advancing its social justice mission, including promoting an institutional culture that supports and bolsters diversity and inclusion at all levels.

Her previous roles at Cabrini University included Assistant Dean and Assistant Professor within the School of Education's Department of Educational Policy and Leadership and Center for Urban Education, Equity, and Improvement Co-Director. Campbell also served on the Inclusivity Council and the Presidential Task Force on Campus Climate between 2015 and 2018.

Campbell has a wealth of experience as an instructor, mentor, administrator, and DEI leader. Before her role as Director of Diversity, Equity, and Inclusion at Germantown Friends School, she was the inaugural Executive Director of the Center for Student Diversity, Equity and Inclusion at Carnegie Mellon University. As a professor, she has taught graduate and undergraduate coursework at Temple University and Gwynedd Mercy University, as well as Morehouse College in Atlanta. She served as a teacher and administrator at several Philadelphia charter schools. Campbell was the 2017 recipient of Cabrini's 1976 Faculty Fellowship Award as well as a nominee for the Excellence in Teaching Award at Temple University.

Jen Cushman

*Chancellor
Penn State, Beaver*

Jen Cushman, chancellor of Penn State Beaver, earned her PhD in German from the Ohio State University, and then taught English in Russia and Poland, first with the Peace Corps and then privately. Cushman served as assistant then associate professor of German at the University of Minnesota, Morris from 1998-2005; director of off-campus study at the College of Wooster 2005-2007; and dean of international education at Juniata College 2007-2014. While at Juniata, Cushman engaged with the American Council on Education internationalization collaborative and women's networking weekend. She was an ACE Fellow 2010-2011 and participated in the Harvard Institute for Education Management summer 2014. Her first role as campus CEO was as campus dean at Ohio University Zanesville 2014-2016, and has been chancellor of Penn State Beaver since 2016.

Elizabeth Holcombe

*Senior Postdoctoral Research Associate
Pullias Center for Higher Education
University of Southern California*

Elizabeth Holcombe is a Postdoctoral Research Associate at the University of Southern California's Pullias Center for Higher Education. She earned her PhD in Urban Education Policy with a specialization in higher education from the University of Southern California; an MA in Politics and Education from Teachers College, Columbia University; and a BA in Political Science and Spanish from Vanderbilt University. Dr. Holcombe researches organizational issues that influence student success in higher education, including leadership, faculty workforce and development issues, undergraduate teaching and assessment, and undergraduate STEM education. She has also held a variety of roles in student affairs, including running a college access partnership, managing an academic advising and mentoring

program, and leading a co- and extra-curricular assessment initiative. Prior to her career in higher education, Dr. Holcombe was an elementary school teacher with Teach for America in Atlanta.

Loree D. Jones

CEO

Philabundance

Loree Jones has served in top leadership positions in the nonprofit, higher education and government sectors, including Managing Director, or chief operating officer, of the City of Philadelphia, chief of staff for Rutgers University—Camden and chief of external affairs for the School District of Philadelphia. She is currently Chief Executive Officer of Philabundance, a hunger relief agency serving nine (9) counties in southeastern Pennsylvania and southern New Jersey. A graduate of Princeton University and Spelman College, she has been recognized for her dedication to public service. She currently serves on the boards of Health Partners Plans, the Philadelphia Health Partnership, the Independence Foundation and the Pennsylvania Horticultural Society (PHS) and hold advisory roles with the Hope Center and local UNCF Leadership Council. Loree is a former board member of a wide range of civic organizations, including Project HOME, Committee of Seventy, the World Affairs Council, Operation Understanding, the Philadelphia Planning Commission, and the African American Museum of Philadelphia.

Sue Mukherjee

Chief Strategy Officer and Senior Associate Provost

Shippensburg University of PA

Dr. Sue Mukherjee is the Chief Strategy Officer & Senior Associate Provost for Shippensburg University of Pennsylvania. As the CSO/SAP, Sue provides executive leadership and oversight in development and implementation of core initiatives responsible for the long-term growth and success of the university. Her leadership extends to a wide range of institutional areas including enrollment management, student retention, institutional research, academic technology, accessibility services, grants, and career and workforce development. Sue has led strategy and development for several select accomplishments including creating the President's Leadership Academy, guiding the university's accreditation process, creating a data informed platform for non-credit skills building strategy, and instituting a modern platform for assessment and institutional effectiveness. Sue also headed the university's pivot to hybrid and hyflex learning during the pandemic.

Prior to her tenure at Shippensburg University, Sue served as the Assistant Vice Chancellor for Educational Intelligence for Pennsylvania's State System of Higher Education. In this position, Sue directed the creation of a new, award-winning approach to understanding Pennsylvania's Workforce Needs Assessment that responds to the current skills gap narrative regionally. Before coming to work for the State System, she worked in various leadership roles for the commonwealth of Pennsylvania. Her interest in education and workforce stems from a long career that has concentrated on translating data into narratives that galvanize broad audiences and policy imperatives.

Sue works as an Adjunct Professor for Central Penn College in the graduate studies program. She earned her Ph.D. in Administration and Leadership Studies from Indiana University of PA and is a Fellow from Harvard University's Center for Education Policy and Research. Sue serves as a member of the federal government's Data User's Advisory Committee (DUAC) and is on Harvard's CEPR Strategic Data Project's Board for higher education (CTE).

Denise Pearson

Vice Chancellor and Chief Diversity, Equity and Inclusion Officer

PA State System of Higher Education

Denise Pearson, Ph.D., has three decades of higher education experience across diverse institutional types. Pearson currently serves as Vice Chancellor and Chief Diversity, Equity, and Inclusion Officer for Pennsylvania's State System of Higher Education (PASSHE) where she works closely with leadership across the System's 14 campuses to develop and maintain systemwide policies and practices that foster the success of all students, faculty, and staff. Strategic priorities include, but are

not limited to, faculty, staff, student, and curriculum diversity; campus receptivity; and eliminating academic performance gaps for historically excluded groups. Learn more at www.passhe.edu/dei .

Prior to joining PASSHE Pearson worked at State Higher Education Executive Officers Association, Winston Salem State University, University of Denver, and University of California-Berkeley in leadership positions that emphasized the success of all members of the organizations' ecosystem. She holds a Ph.D., Administration and Supervision of Education, Marquette University; M.A., Conflict Resolution, University of Denver; M.S., Education Administration, Concordia University; and B.A., Human Services, Pace University.

Yves Salomon-Fernández

President

Greenfield Community College

She previously served as President of Cumberland County College in New Jersey and Interim President of MassBay Community College. In her career in higher education, Yves has served at large and medium-sized selective private and public universities, as well as open access colleges in urban, suburban, and rural settings in the United States. She has also been an adjunct professor at the undergraduate, Master's, and doctorate levels. Internationally, Yves has served with the United Nations in Mexico and as a consultant for the Bermuda Ministry of Education.

Nicole R. Stokes, Ph.D.

Associate Provost for Diversity, Equity and Inclusion

University Professor of Sociology

Saint Joseph's University

Nicole R. Stokes, Ph.D., brings 25 years of academic and administrative experience to her role as Associate Provost for Diversity, Equity and Inclusion, along with a personal and professional commitment to promoting equity.

Throughout her career, and most recently at Holy Family University in the role of Associate Vice President for Institutional Effectiveness and Diversity, Dr. Stokes has led efforts to develop programming, training, surveys and curricula focused on diversity and inclusion. She was instrumental in the implementation of diversity modules in the first-year experience course, the general education curriculum and the capstone course at Holy Family, and has led extensive training for faculty, staff and administrators on topics ranging from difficult classroom conversations and free speech to diversity in hiring and retention efforts.

As a professor of sociology, Dr. Stokes' academic interests and expertise lie in the areas of citizenship studies, international migration and political systems.

Dr. Stokes holds bachelor's degrees in sociology and journalism, along with a master of arts in sociology and a master of professional studies in multicultural education from State University of New York College at New Paltz. She earned a Ph.D. in sociology and public policy at the University of Massachusetts Amherst and is a graduate of the University of Pennsylvania's MSI Aspiring Leaders Program at the Penn Center for Minority Serving Institutions.

Michele Vancour

Interim Associate Dean of the College of Health and Human Services

Southern Connecticut State University

Dr. Michele Vancour is the interim Associate Dean of the College of Health and Human Services at Southern Connecticut State University. She has over 20 years of academic and administrative experience, which included serving as director of Southern's Office of Faculty Development and as founding director of the Wellness Center. She served as a work-life consultant with Southern's Office of Human Resources, chair of their Work-Life Advisory Committee, and as the campus point-person for ACE's National Challenge for Faculty Career Flexibility. She is the 2019 recipient of the Robert E. Jirsa Service Award. She is the current State Chair of ACE Women's Network-Connecticut and their 2015 Distinguished Academic Woman in Higher Education Leadership Award recipient. She is past-president of the College and University Work-Life-Family Association.

Michele is known for her scholarship on work-life supports for academic parents. In 2018, she facilitated Southern's formal recognition as the first Breastfeeding-Friendly Campus in the State as awarded by the Connecticut Breastfeeding Coalition. She is co-editor of *Breastfeeding Best Practices in Higher Education* (Praeclarus Press, 2015). Michele earned her doctorate in Health Education at NYU and her Master of Public Health at Southern Connecticut State University.

MP Vare, MBA, C-IAYT

Owner

Sweet Perfection Yoga Therapy

Marina Patrice "MP" Vare is an IAYT certified yoga therapist and trained Daring to Rest yoga nidra facilitator. MP recently retired from a 17-year career in higher education finance to expand her private practice, [Sweet Perfection Yoga Therapy](#). MP serves folks who are feeling disconnected, disengaged, or disembodied as they learn to (re)inhabit their bodies and lives. She specializes in serving folks working through transitions and milestones, healing from interpersonal trauma, and during their fertility journeys from trying to conceive through postpartum.

Thank You!

Thank you for joining us during our Fourth Annual Leadership Conference and Retreat! We hope you have enjoyed the variety of sessions presented by our esteemed speakers, who have graciously given their time and shared their knowledge, insights, and talents with us. A special thank you to Kutztown University for hosting our first Virtual Leadership Conference and Retreat.

Free registration was made possible this year given our virtual format. If you have not already done so, please consider making a donation in lieu of a conference fee to one (or both!) worthy causes:

The ACE Women's Leadership Legacy Fund

<https://infogram.com/ace-womens-legacy-fund-1h7j4dey11x16nr?live>

Support the fund to expand women's leadership in higher education.

Philabundance

<https://www.philabundance.org/donate/>

Donate online to help Fight Hunger.

We want your feedback! You will receive a survey email in the next 1-2 days. Please let us know how we did. We strive to bring you great programming throughout the year, and your feedback helps us continually improve.

See you at our next PA ACE Women's Network program.

Best regards,

The Conference Planning Committee

Dr. Pam Carter, Co-Chair

Dr. Karen Rauch, Co-Chair

Dr. Terri Amlong

Ms. Heather Dotchel

Dr. Debra Faszler-McMahon

Dr. Catherine Feminella

Ms. Lisa Ratmansky