UNIVERSITY OF SOUTH CAROLINA

15th Annual
WOMEN’S
LEADERSHIP INSTITUTE

Wednesday, April 25, 2018
8:30 a.m. – 5:30 p.m.

Tweet at #WLI18
Women’s Leadership Institute
Why Not Me?

Schedule of Events

8:30-9:00  Registration
Location:  Russell House Ballroom

9:00-9:30  Welcome
Location:  Russell House Ballroom

9:30-10:30  Morning General Session
Keynote Speaker:  Denise Ryan
Location:  Russell House Ballroom

10:45-11:30  Concurrent Session 1
Location:  Various

11:45-1:00  Lunch
Location:  Russell House Ballroom

1:00-2:00  Afternoon General Session
Speaker:  Panel of Women Leaders in Higher Education
Location:  Russell House Ballroom

2:15-3:00  Concurrent Session 2
Location:  Various

3:15-4:00  Concurrent Session 3
Location:  Various

4:15-5:30  Wrap-Up, Door Prizes and Networking
Location:  Russell House Ballroom

Special thanks to all of our outstanding speakers that have donated their time and expertise to help women across the state fulfill their needs, learn new skills and obtain professional development. This program would not happen without their contributions.

Sponsored by:  UofSC, Provost Advisory Committee on Women’s Issues
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00-9:15</td>
<td>Welcome</td>
</tr>
<tr>
<td>9:15-9:30</td>
<td>Conference Etiquette</td>
</tr>
<tr>
<td>9:30-10:30</td>
<td>Keynote Speaker</td>
</tr>
<tr>
<td>10:45-11:30</td>
<td>Mistakes Women Make</td>
</tr>
<tr>
<td>11:45-1:00</td>
<td>Lunch and Networking</td>
</tr>
<tr>
<td>1:00-2:00</td>
<td>Panel of Women Leaders, Moderator: Marguerite O'Brien</td>
</tr>
<tr>
<td>2:15-3:00</td>
<td>The No Asshole Rule: Getting the Right Fit</td>
</tr>
<tr>
<td>3:15-4:00</td>
<td>Let the Catfights End: Retracting the Claws to Focus on Cooperation</td>
</tr>
<tr>
<td>4:15-5:30</td>
<td>Wrap Up, Door Prizes, Networking</td>
</tr>
</tbody>
</table>

**Women's Leadership Institute**
April 25, 2018

**Room:** RH Ballroom
**Room:** RH Theater
**Room:** RH 203
**Room:** RH 205
**Room:** RH 302
**Room:** RH 303
**Room:** RH 304
**Room:** RH 305
**Room:** RH 315

**Resume Review and Mock Interviews By Appointment Only**
Keynote Speaker

Denise Ryan, MBA, CSP
Great Balls of Fire!

Location: Russell House Ballroom

One of the greatest challenges we all face is keeping ourselves motivated. This is particularly difficult and extremely important with our fast-paced, high responsibility jobs today. It’s easy to lose enthusiasm and get burned out, stressed out, and finally – checked out. This high-energy session will give you six steps for getting the fire back in your life professionally and personally. It’s not just a motivational speech; it’s a method you can apply long after the event is over.

BIO:

Denise Ryan helps light the fires of enthusiasm so people can do great things. She is a South Carolina Honor’s College graduate, an author, an MBA and a CSP (Certified Speaking Professional), a designation of excellence held by less than 10 percent of professional speakers. Her programs have been heard by audiences around the country – ranging from volunteer leaders to federal prison employees! She has worked with a wide variety of organizations including IBM, Princeton University, the Girl Scouts and the Department of Homeland Security. She recently made Meeting & Convention Magazine’s list of planners’ favorite speakers alongside Bill Clinton, Condoleezza Rice and Anderson Cooper.

One of her favorite audience member reviews: “I just wanted to let you know how fantastic you were at the Sales Conference in San Diego. I have been in Sales & Marketing for over 25 years and have heard and seen some great speakers and presenters. I have to say, you were one of the best motivational speakers I have ever personally heard. Your presentation on enthusiasm was excellent, it was motivating, uplifting and downright entertaining and let me not forget funny as all get out.” “Thank you for relighting my flame………” Gina Burnett, Membership Representative Los Angeles Area Chamber of Commerce

Sponsored by USC’s College of Information and Communications
Afternoon General Session

Panel on Women Leaders in Higher Education
Moderator: Marguerite O’Brien
Location: Russell House Ballroom

Leslie Brunelli was named vice president for finance and chief financial officer on Feb. 21, 2014. Ms. Brunelli coordinates the day-to-day and long-term planning of the financial operations of the university system, including overseeing the compilation of financial and budget reporting. In this role, she is responsible for perfecting and implementing university finance policies and procedures from an institutional perspective and for coordinating the institutional mission and plans into operational reality. Brunelli has 21 years of experience in higher education previously serving as associate vice president for finance, university budget director and also the vice chancellor for finance and operations at the USC Beaufort campus. Brunelli is a Phi Beta Kappa graduate of the University of South Carolina with a bachelor’s degree in philosophy and earned a Master of Business Administration from the university.

Matteel Jones serves as the vice president for student services at Greenville Technical College. A first-generation technical college graduate, she earned an Associate of Arts degree from Piedmont Technical College, a bachelor’s degree in counseling and human services from Limestone College, a masters degree in career and technology education from Clemson University, a graduate certificate in higher education leadership from the University of South Carolina and a doctoral degree in higher education administration from the University of South Carolina. Jones is active in the civic and professional community as a volunteer, board member and public speaker and was a featured TED Talk performer for TEDx Greenville in 2016. She is driven by the belief that educators are in the transformation business, and that all individuals should have the opportunity to access a college education and transform their lives!

Lisa Saladin serves as the executive vice president for academic affairs and provost at the Medical University of South Carolina. She is the chief academic officer with administrative oversight and leadership over all six colleges, the Hollings Cancer Center, the Offices of Research, Education and Student Life, and Gender Equity and the MUSC Library. She manages a total budget of approximately 40 million dollars and supervises 18 direct reports. Saladin earned a bachelor’s degree in medical rehabilitation (PT) and a master of science degree in anatomy (neuroscience) from the University of Manitoba in Canada and a doctoral degree in physical therapy from Nova Southeastern University. She serves on the board of the MUSC Foundation for Research Development and as vice-president and a board member of the American Physical Therapy Association.
I see you…with your head down, focused on accomplishing task after task, waiting for someone to notice and reward you for your hard work. I see you too…letting people talk over you, never saying “no” and always claiming a seat at the back of the room. I hear you say “sorry”, “just” and "this may be a stupid question" like a bad hair-band-ballad on replay. These are just some of the mistakes women make at work. Join me as we: (1) shed light and create self-awareness on the issues, (2) discuss strategies to help you develop in these areas and (3) teach you how to courageously communicate your value; improving your workplace. It is going to get real ladies - and may sting a bit. Learn how you could be sabotaging your success.

BIO:

Kim Pruitt is the assistant director for organizational development at the University of South Carolina. Her more than 20 years of private, public and executive-level experience enables her to think critically about business challenges and develop strategic solutions. She is responsible for preparing the university’s leaders through the LEAD Management and Emerging Leader (ELP) development programs. She also provides consultations and workshops on strategic planning, engagement surveys, process improvements, how to navigate organizational change, team building, coaching and business critical metrics and analysis. A graduate of the University of North Carolina at Wilmington, with a bachelor of science in business management, Pruitt is a champion of lifelong learning and is currently studying for her SPHR certification. She encourages all leaders to “say what they need to say; to the person they need to say it, when they need to say it.” The ability to have candid conversations and form relationships across our university-system will allow staff and faculty to fearlessly innovate and successfully accomplish work through people, propelling the university forward.
Safe Spaces for Sexual and Gender Minority Students
Speaker: John Dozier
Room: Russell House Room 203

This session will examine best practices for creating a welcoming environment for sexual and gender minority students. Today's campus environment challenges us to think differently about how we provide conditions that support the development and success of every student. While a lofty goal, there are practical things that we can do to ensure that we are attending to these conditions.

BIO:

John H. Dozier serves the University of South Carolina as its inaugural chief diversity officer and senior associate provost for inclusion. He is responsible for leading strategic diversity and inclusion efforts that are focused on creating learning, living and working environments that embody the university’s values. He has the additional responsibility of leading university efforts in community engagement – connecting and engaging faculty research, scholarship and student learning interests with communities and community organizations throughout South Carolina. Prior to joining the university, he spent 10 years with the City Colleges of Chicago serving as vice president of academic and student affairs for Kennedy-King and Wilbur Wright Colleges, chief information officer for the 120,000-student college district, and ultimately as president of Kennedy-King College.

From Moderate Minimalism to Ultimate Freedom: One Woman's Journey
Speaker: Renata Bobakova
Room: Russell House Room 205

What is minimalism? Is it possible to become and remain a minimalist? What does it take exactly? Is it possible to live a simple life and experience joy? Can you live below your means, be frugal and save for adventure? Can you do being instead of having? Can you be content while having less and living more and reach the point of ultimate freedom in the process? And how did I do it? Join this session to find the answers to these and many more questions and meet Mr. Backpack that started it all.

BIO:

Renata Bobakova is the assistant academic director at the International Accelerator Program. She has been working in the education field since 2003, teaching ESL to adults.
at immigration centers, school districts and at the USC-IEP. She also has worked as an English language fellow at Ibnou Zohr University in Agadir, Morocco. She has an extensive background in teacher training, and she has presented at TESOL conferences both in the U.S.A. and abroad. A self-proclaimed moderate minimalist, Bobakova believes in living a simple life of frugality and adventure and invests in experiences and not material things.

**Technology - Making Life Easier**  
Speaker: Lydia Frass  
Room: Russell House Room 302

We all have technology integrated into all aspects of our lives – but do you wonder if it’s making your life easier, or wonder if there’s something better you can use? Luckily, we have a lot of choices in the tools we use. In this session, we’ll discuss six tech tools to make life easier – whether it’s for work, home or fun! The great apps discussed will be available to you either online, through USC, or through a quick download to your mobile device. We’ll also have time for everyone to share other exciting tools that might benefit others!

**BIO:**

Lydia Frass is an Instructional Designer in the USC Center for Teaching Excellence. She is currently working with faculty in online course design and development and quality assurance reviews. In addition, she is facilitating our Instructional Designer’s Community of Practice. Lydia holds a PhD in Adult Education and MPH from The University of Southern Mississippi. Prior to joining CTE, she coordinated the South Carolina Public Health Training Center which provided professional development opportunities for current and future public health practitioners.

**Confidently Conquering a Crucial Conversation**  
Speaker: Jamar K. Mitchell  
Room: Russell House Room 303

In this session, participants will learn and practice how to face a crucial conversation with confidence and approach critical confrontations appropriately; handle disagreements with difficult co-workers confidentially; culturally navigate through the
differences in working with diverse personalities; and communicate effectively when addressing and resolving workplace conflict.

BIO:

**Jamar K. Mitchell** earned a bachelor’s degree in business administration from the University of South Carolina's Darla Moore School of Business and a master’s degree in human resource management from the Keller Graduate School of Management of DeVry University, where he studied business management with a specialization in human resources and entrepreneurship. In 2015, Mitchell completed the nationally accredited Certified Public Manager development program, and was identified as a future leader in state government. With more than 14 total years of human resources experience, including five as an employee relations manager, Mitchell is skilled in the art of mediation and the art of resolving difficult and delicate workplace issues. He was named by University of South Carolina's Housing Department as an "Outstanding Campus Partner" in 2016 for his guidance on handling sensitive and difficult human resource issues.

**Building your tribe through strategic relationships**

Speaker: Erica Lake  
Room: Russell House Room 304

Does it seem like everyone has a mentor but you? Are you wondering how to take your career to the next level? Join us to discuss strategies to build strategic relationships through formal mentors, peer-to-peer relationships and short-term interactions that can impact your professional career positively. Make new professional connections through storytelling in a fun environment. And learn how to incorporate mentoring techniques during your interactions with students to contribute to their success. You will leave this session with the tools for finding your next mentor.

BIO:

**Erica Lake** is the director of the Center for Corporate Engagement in the University of South Carolina’s College of Hospitality, Retail and Sport Management. The majority of her 15-year career at the university has been spent building corporate relationships to connect employers with students for internships and full-time positions. Through career fairs, on-campus interviews and specialized networking events, Lake fosters professional connections. She serves on the 2017-2018 board of directors for the Southern Association of Colleges and Employers (SoACE) as the director for targeted knowledge groups. She is a 2013 graduate of the National Association of Colleges and Employers (NACE) Management Leadership Institute and a 2014 graduate of Leadership Columbia. A two-time graduate of Mississippi State University with a bachelor's degree in
communications (public relations) and a master's degree in counselor education (student affairs), Lake has presented on best practices in employer relations at both the NACE annual meeting and the Southern Association of Colleges and Employers annual conference.

---

**Dispelling the Myth of Achieving “Work-Life Balance” as a Caregiver**

Speaker: Mindi Spencer and Ana Teixeira  
Room: Russell House Room 305

The long-term care system in the United States is dependent on unpaid work provided by family caregivers, the vast majority of whom are middle-aged women. Many of these women find themselves struggling to provide care to both aging family members and children while trying to remain active in the workforce. The purpose of this session is to provide an overview of the unpaid work provided by women, the impact of caregiving across the life course and explore specific problems felt by middle-aged and older women regarding economic insecurity (e.g., retirement patterns) and social well-being (isolation and lack of active involvement). Practical resources on financial literacy and examples of interventions on social isolation will be presented.

**BIOS:**

**Mindi Spencer** is an associate professor in the Department of Health Promotion, Education and Behavior, with a joint appointment in the Institute for Southern Studies. Her research focuses on how cultural and psychosocial factors influence health in older adulthood. She also conducts research on caregiving and mental health among American Indian and African American elders and on LGBT cultural competency in health care.

**Ana Teixeira** is a research assistant professor in the Department of Epidemiology and Biostatistics in the Arnold School of Public Health. Her research interests include aging and the life course, migrant health, the economic and social determinants of health, end of life decision-making and program development and evaluation. Teixeira and Spencer are core faculty in the university’s Office for the Study of Aging.
Working in a Male-dominated Field
Speaker: Charlene Glidden
Room: Russell House Room 315

Given the fact that most senior management teams (especially in the business and IT departments) are male-dominated, Charlene Glidden will share lessons of partnership and building advocacy. Often the gremlins that keep women from being their best selves are the hardest barriers to overcome, so it’s dealing with those self-doubts as much as other doubters that can mean the difference between success and failure.

BIO:

Charlene Glidden is vice president for business planning and technology strategy at Colonial Life & Accident Insurance Company. She is responsible for ensuring that company business strategy is realized through sound business and technology investments made through effective planning and technology execution. She also is accountable for providing data and analytics services within the company and leading customer experience for Colonial Life focused on creating simple, modern and personal benefit experiences for customers. She joined Colonial Life in 2016 after a 20-year career with Unum serving in information technology, shared services and business leadership roles at the company’s Portland, Maine and Chattanooga, Tennessee, locations. Glidden serves on the board of Transitions, Inc., a Columbia-based organization dedicated to empowering the homeless to transition into self-reliance. She also serves on the board of Midlands Education and Business Alliance (MEBA) committed to strengthening business and education connections in the Midlands. She earned a master of business administration degree from Boston University.
"The No A**hole Rule: Getting the Right Fit"

Speaker: Nathan Strong
Room: Russell House Theater

Civilized workplaces do exist. However, many workplaces are poisoned by a**holes. Their infuriating and destructive behavior in the workplace can be erased and replaced by mutual respect when teams and organizations are managed correctly. Learn how to avoid hiring these nitwits and how to reform them, or limit the damage they do, in your environment.

BIO:

Nathan Strong is director of organizational and professional development at the University of South Carolina. His primary areas of focus are organizational development, supervisory and management development, process improvement and performance enhancement. Formerly, Strong served as the program manager for organizational development in the South Carolina Office of Human Resources. He has been involved in organizational assessment and organizational development activities for more than 30 years. Strong has consulted with more than 70 public, private and non-profit organizations on organizational performance problems, leadership development programs, incentive and recognition systems, quality improvement strategies, developing customer and employee feedback systems, strategic planning, measurement development and various organizational/employee assessment projects. Organizations frequently ask Strong to facilitate strategic planning, team development, goal setting and metric development sessions. Strong also provides executive coaching to improve leadership performance. His favorite saying is: “Ideas compete, people collaborate.”
How to Manage Your Money
Speaker: Helen Beam
Room: Russell House Room 203

Handling personal finances the right way should be a priority, and it should drive your daily spending and saving decisions. Take time to learn the basics, from how to manage a checking or debit account to how to pay your bills on time and build from there. Managing your money demands constant attention to your spending and to your accounts and not living beyond your financial means.

BIO:

Helen Beam is executive vice president and chief operating officer with Caro Smart Financial Solutions, where she has advanced through the ranks since joining the company in 1986. Prior to being named executive vice president and COO in 2015, she served as vice president of human resources and business development and vice president of operations. She served as a board member for SIFE (Students in Free Enterprise) through the department of retail management at the University of South Carolina. She also was a financial responsibility instructor for U101, providing valuable financial guidance to all incoming undergraduate and graduate students. She is a former secretary and president of the Columbia Chapter of Credit Unions and was named Financial Literacy Ambassador of the Year by the S.C. Credit Union League. She is a graduate of the CUNA Management School at the University of Georgia.

Reclaim Some Time and Sanity: Just Say No
Speaker: Karin Hill
Room: Russell House Room 205

Do you often find yourself juggling your work life with your family life, with serving on committees, with planning school or neighborhood functions, all while trying to add exercise, sleep and just plain fun to the mix? While women often feel they can’t say no, saying yes to too much can mean spreading yourself too thin and jeopardizing your reputation, relationships and even health. That’s why learning when — and how — to say no is a valuable skill. Let’s say ‘so long’ to the Superwoman Syndrome and regain control of our time – and our life.
BIO:

Karin Hill has extensive experience managing human resources and organizational development departments, having worked for multi-national firms and two major health systems in St. Louis and Kansas. She earned her bachelor’s degree in journalism and government from Southern Illinois University and her MBA from St. Louis University. Hill is on the continuing education adjunct faculty staff for Midlands Technical College, supporting leadership and employee development. She serves as HR consultant for small businesses in the Columbia area. Currently, she provides leadership, employee and customer service training for manufacturing and service industries, health care/related health services, insurance companies, educational institutions and government entities/agencies including city, county and state.

Understanding Stress, No Stress and Happiness and Making a Choice
Speaker: Sandra Kelly
Room: Russell House Room 205

Stress, no stress and happiness can be viewed as a continuum from negative to neutral to positive. Everyone would prefer to be happy rather than stressed and research about what we know about the different emotional states can inform how we manage our own emotional states. The distinct psychological, physiological and neurological bases for these three emotional states will be discussed and evidence from research studies will be highlighted suggesting ways in which stress can be managed and how happiness as a state can be achieved. Participants will leave the presentation with various tactics and ideas on ways to manage stress and to increase their own levels of happiness.

BIO:

Sandra Kelly is vice provost and dean of undergraduate studies at the University of South Carolina. She was born and raised in Sault Ste. Marie in Northern Ontario and earned her doctoral degree from McGill University in neuroscience in 1985. Her postdoctoral training was at the University of Iowa and SUNY Albany prior to joining the faculty at the University of South Carolina in 1988 where she has been ever since. Her teaching has included a range of courses from introductory psychology to introduction to neuroscience to drug use and abuse to advanced graduate courses in neuroscience. Her research has examined the impact of alcohol exposure during development on the brain and behavior and how different drug treatments can alleviate the effects seen in Fetal Alcohol Spectrum Disorders. More recently her research focus has been on the neural bases of consciousness, happiness and meditative states. Kelly’s research has been funded by a number of federal agencies and foundations. Her extensive service to the university
includes serving as chair of the Faculty Senate, undergraduate director and graduate
director in the Department of Psychology, serving on the university committee on tenure
and promotion and serving as an associate dean in the South Carolina Honors College.
Kelly has received a number of teaching, mentoring and research awards including a
Carolina Trustee Professorship for having strengths in teaching, research and service.

Impostor Syndrome
Speaker: WLI Committee
Room: Russell House Room 303

The members of the Women’s Leadership Institute Committee will
moderate an open interactive discussion about impostor syndrome, a
psychological construct that can either keep us motivated to do a great job or paralyze us with self-doubt and insecurity. If you are
interested in this topic, please read a few articles such as Feel like a fraud?; Learning to Deal
With the Impostor Syndrome, Feeling Like an Impostor is Not a Syndrome; and No, You’re Not
an Impostor so you can contribute to the conversation; or feel free to stop by and just listen.
The first step overcoming impostor syndrome is to “fess up” about the fraudulent feelings. Join
us as we go through this phenomenon and separate the feelings from the facts.

I LOVE My Boobies: You CAN Have Passion, Impact, Wellness & Love
Speaker: Toby Jenkins
Room: Russell House Room 304

Too often important leadership skills are viewed as communication,
team building, developing vision, embracing change; but nowhere in
the conversation is a dialogue about our health. This is an interactive workshop focused
on the connections between health, wellness and leadership. We can’t be the activists,
scholars, researchers, educators, sisters, mothers, wives and friends that we hope to be
without our health. Nine years ago, Toby Jenkins was diagnosed with lupus and six
months later breast cancer-two diseases that affect women in alarming numbers. Having
worked for more than 10 years in student affairs, Toby Jenkins developed this workshop
to motivate women higher-ed professionals to cultivate a life of wellness and balance. Games, free samples and gift bags are part of this session.

BIO:

**Toby Jenkins** is an assistant professor in the Curriculum Studies Program at the University of South Carolina. Her work focuses on the utility of culture (contemporary culture, folk culture, and pop culture) as a politic of social survival, a tool of social change and a transformative space of non-traditional knowledge production. She is interested in the examination of education as both a space of oppression and liberation. She has written three books on the evolving ideologies of culture, family and education in contemporary society. "My Culture, My Color, My Self: Heritage, Resilience and Community in the Lives of Young Adults" (Temple University Press, 2013) was named by the Association of American University Press to the list of "Top 100 Books for Understanding Race Relations in the US". "Family, Community, & Higher Education" (Routledge Press, 2012) is an edited volume that explores the critical role of family and community in the lives of first generation college students. Her most recent book, “The Open Mic Night: Campus Programs that Champion College Student Voice and Engagement” (Stylus Press, 2017), focuses on integrating hip hop culture into activist educational spaces. Jenkins earned a doctorate in educational theory and policy from Penn State University, a master’s degree in education in student personnel services from the University of Maryland and a bachelor’s degree in public relations from the University of South Carolina. Jenkins spent 10 years serving as an administrative leader in university cultural centers. She has worked professionally at the University of Maryland, Penn State University, George Mason University, University of Hawaii, Georgia Southern University, Semester at Sea and at Oscar Mayer Foods as a Wienermobile Media Spokesperson.

**Pay Equity: Negotiations**

Speaker: Terrie Smith  
Room: Russell House Room 305

Pay equity and negotiating salary can be stressful. To lessen the stress and ensure success, it’s important to be armed with detailed information about the skills, responsibility and effort positions required and the tips for successful negotiation.

BIO:

With a foundation in economics and a specialization in human resource management, Terrie Smith has pursued her passion for investigating women’s role in business and society. Smith is assistant provost for faculty affairs in the Office of the Provost of the University of South Carolina, where she manages the tenure and promotion process for more than 2,000 faculty members across the university. She is the Julian T. Buxton
Professor of Business Administration Endowed Chair at USC Sumter and serves as a consultant with Organizational Strategies, LLC in New York City. She is president of the South Carolina Women in Higher Education. Prior to joining the university, she was on the faculty at Longwood University and UNC Charlotte. She also worked as a compensation manager at Blue Cross Blue Shield of South Carolina. She earned bachelor’s degrees in economics and elementary education from the College of William and Mary, a master’s degree in economics from Virginia State University and a doctoral degree in business administration with a concentration in human resource management from Virginia Polytechnic Institute and State University. Her research focuses on domestic and global workplace issues. Her areas of expertise include issues relating to women’s economic advancement in the workplace, with a focus on helping women learn to lead and negotiate more effectively to advance their careers and their organizations’ success.

5 Things You Need to Know about Sexual Harassment

Speaker: Rhonda Edwards
Room: Russell House Room 315

This interactive workshop on Recognizing & Preventing Sexual Harassment will:

* cover a detailed overview of what sexual harassment is
* explain legal definitions
* discuss sexual harassment prevention
* show participants how to handle sexual harassment issues while maintaining a positive work environment

Participants will learn to identify, take action and distinguish potential sexual harassment issues before they occur. The overall goal is to focus directly on improving skills to handle any sexual harassment issue with greater confidence.

BIO:

Rhonda Yarborough Edwards joined the University of South Carolina in 1997, where she serves as an investigator in the Office of Equal Opportunity Programs. She conducts equal employment opportunity investigations and determines whether federal or state laws and/or university policies have been violated. Prior to joining the university, she worked at the South Carolina Human Affairs Commission.
Let the Catfights End: Retracting the Claws to Focus on Cooperation
Presenters: Mary Alexander and Terrie Smith
Room: Russell House Theater

“Catfight!” That one word would send men (and women) running to watch the outcome of two women fighting, biting, pulling hair, and screaming over some transgression, usually over a man. In fact, ABC-TV promos for The Bachelor used the phrase, “let the catfights begin,” in its advertising of the 2009 season. (Posner, 2010) The media has long promoted fights between women as ways to attract viewers. 1980’s TV shows like Dynasty and Dallas had memorable catfight scenes between the lead women, and catfights continue with today’s reality shows such as the Real Housewives series and movies such as Mean Girls. With the increase of women in the workforce but the ongoing problems of women’s lack of equity in pay and disparity in achieving top positions in higher education, researchers have begun to investigate the reasons why women compete with each other and how that competitive behavior undermines all women’s chances of moving ahead in their careers.

The session will explain why praise for work done well is so important to women, how to avoid personalizing competition with another woman and detach emotionally. In addition, how to recognize and overcome job insecurities and strengthen confidence, how to enhance personal power through good work and networking, how to recognize signs of envy and jealousy in other women to be prepared for competition and why women should welcome other women who challenge them. Women can and should be role models for their subordinates and speak out in the workplace to support and encourage those around them. This session will give women the tools they need to foster cooperation instead of divisive competition so that they have a much greater chance to succeed in the university workplace.

BIOS:

Mary Alexander is the assistant provost for academic administration and chief of staff at the University of South Carolina. She manages the division’s $47 million budget, oversees the human resources functions for the division and directs the university calendaring office. She has budgetary oversight for all Columbia campus academic units and provides guidance on operational issues that are elevated to the Office of
Academic Affairs. Prior to joining the university, she had 10 years of experience working in private industry, including Wachovia Bank, Columbia Farms and Yon-Drake and Associates consulting firm. Her career in state government began in 2002 at the Department of Health and Human Services as the manager of research and statistics and was later recruited by the Budget and Control Board as its revenue manager for the Division of State Information Technology.

For the past several years, Alexander has served as the chair of the Women’s Leadership Institute, which recently was recognized with the national leadership award for the Advancement of Women in Higher Education from the American Council on Education. She is on the board and is the institutional representative for South Carolina Women in Higher Education. She serves as the university’s co-chair of the Classroom Enhancements Committee, a member of the Provost Advisory Committee on Women’s Issues, a women’s leadership adviser for the student residential women’s quad and is the university’s emergency management situation unit leader.

Alexander earned her bachelor’s degree in both finance and management science, master’s degree in public administration from the University of South Carolina, where she is pursuing her doctorate in educational administration.

With a foundation in economics and a specialization in human resource management, **Terrie Smith** has pursued her passion for investigating women’s role in business and society. Smith is assistant provost for faculty affairs in the Office of the Provost of the University of South Carolina, where she manages the tenure and promotion process for more than 2,000 faculty members across the university. She is the Julian T. Buxton Professor of Business Administration Endowed Chair at USC Sumter and serves as a consultant with Organizational Strategies, LLC in New York City. She is president of the South Carolina Women in Higher Education. Prior to joining the university, she was on the faculty at Longwood University and UNC Charlotte. She also worked as a compensation manager at Blue Cross Blue Shield of South Carolina.

Smith earned bachelor’s degrees in economics and elementary education from the College of William and Mary, a master’s degree in economics from Virginia State University and a doctoral degree in business administration with a concentration in human resource management from Virginia Polytechnic Institute and State University. Her research focuses on domestic and global workplace issues. Her areas of expertise include issues relating to women’s economic advancement in the workplace, with a focus on helping women learn to lead and negotiate more effectively to advance their careers and their organizations’ success.
**Getting Involved in Politics**

Presenters: Matt Moore and Jaime Harrison  
Room: Russell House 203

Strong, resilient democracies require elected officials that mirror the diversity of the citizenry. This includes women, who bring a much-needed, powerful voice to the important issues that are often decided by those with limited experiences. Do not be afraid to run for any office! In this session, political leader and strategists Jaime Harrison and Matt Moore will share their insights and offer tips for getting involved in politics at the local level.

**BIOS:**

**Jaime Harrison** is the associate chair of the Democratic National Committee and served as chair of the SC Democratic Party. He was the first African American to serve as chair of the state party. Harrison also worked on Capitol Hill where he served as executive director for the House Democratic Caucus and ran the Whip Operation for House Majority Whip Jim Clyburn. His book “Climbing The Hill: How to Build a Career in Politics and Make a Difference” will be on bookshelves this fall.

**Matt Moore** is a Republican political strategist who served as chairman of South Carolina’s Republican Party from 2013-2017. Measured in election victories, the four-year period was the state party’s most successful in history. He is a partner in the Columbia-based First Tuesday Strategies, where he advises political campaigns, corporations and issue advocacy groups.

"**Why Not Me? Why Not Now?**"

Presenter: James Perry  
Room: Russell House 205

"Why Not Me? Why Not Now?" — This presentation will provide an overview of why cyber security is important, what motivates hackers and how victims are most commonly compromised. You will learn three actions you should take to improve your personal security posture. You also will hear several tips and tricks to help you along the cyber security journey.
BIO:

James Perry currently serves as associate vice president and chief information security officer (CISO) for the University of South Carolina. In this role, Perry leads the information security program at the university. Prior to joining the university, he served in various IT leadership roles at the University of Tennessee System, including Interim chief information officer, executive director of systems, associate CIO for statewide services, and chief information security officer. He previously spent 13 years as an IT consultant with a focus on small- to medium-size businesses. James earned a MBA from Tennessee Tech University and a bachelor’s degree in business from Lee University. He also has earned several industry certifications including the Certified Information Systems Security Professional (CISSP), GIAC Certified Forensic Analyst (GCFA), Cisco Certified Network Professional (CCNP), Check Point Certified Security Expert (CCSE) and the Certified HIPAA Security Specialist (CHSS).

Grief and Loss
Presenter: Niya Calderon
Room: Russell House 302

Grief is a natural response to loss. It is the emotional suffering you feel when something or someone you love is taken away. We all grieve differently, and the grieving process takes time. In this workshop, understand the definition of grief, the types of loss, and resiliency. Learning Objectives: • Define grief & identify the types of loss • Understand why we grieve • Understand how grief impacts the work environment • Learn how to support others who are grieving

BIO:

Niya Calderon is the owner of NWC Counseling & Coaching in Columbia, South Carolina. She’s a licensed professional counselor, certified addictions counselor, supervisor for provisionally licensed clinicians and personal development facilitator. She conducts trainings for organizations throughout the Carolinas on communication, emotional management, leadership and coping with transitions. She is passionate about working with whom she refers to as ‘stressed-out, burned-out, overwhelmed, angry women’. She thrives on providing encouragement, edifying and restoring hurt emotions with cognitive change, practical skills and spirituality to individuals and groups. Her high energy and relatable sense of humor helps people stay engaged during her trainings and when working through difficult conversations in her office.
“Retire A Millionaire … Why Not You?” financial seminar
Presenters: Alicia Bervine and Rico Reed
Room: Russell House 303

In this interactive workshop presenters will outline steps toward shedding debt and building wealth based on the principles of several of today’s leading financial experts.

In addition to providing information relating to current financial trends and retirement forecasts, presenters will share resources they’ve found most helpful for increasing financial literacy as they have eliminated consumer debt.

BIOS:

**Alicia Bervine** is the director of human resources for Student Affairs and Academic Support at the University of South Carolina. She is responsible for advising, training and educating division managers and human resources contacts in best practices and compliance with applicable laws, regulations, policies and practices. She serves as division’s primary liaison with the Division of Human Resources and oversees the management of division human resources policy compliance, salary administration, benefits, employee relations and other employment-related matters. Alicia also guides the division's recruitment, selection, onboarding, training, performance management, and recognition efforts. Prior to moving to South Carolina, Bervine worked at JPMorgan Chase where she was an assistant treasurer in the Rockville Center Branch and assistant vice president for corporate diversity and organizational development.

**Rico Reed** is assistant director for administration and resource development with the National Resource Center for The First-Year Experience and Students in Transition at the University of South Carolina. In that role since 2006, he develops, markets and promotes the center. Reed has a background in higher education and K-12 public relations, graphic design and print journalism. Prior to joining the center, he worked at Winthrop University and the Post & Courier newspaper. An instructor in the University 101 program since 2007, he has taught 25 different sections of the course to more than 400 students.
Networks that Work: The added-value of strategic connectivity
Presenter: Linda Salane
Room: Russell House 304

Most women are part of networks based on proximity and interest to your business, neighborhood, children's school or people who share your passions. To create networks that make a difference, you must be deliberate. Intentional networks create power — your internal power and the collective power of others. That social connectivity is a predictor of happiness and success. Learn to analyze your networks: (1) those that bond social capital, creating safe spaces to explore ideas and opportunities and (2) those that bridge social capital, creating connections that open up ideas and possibilities. Networks rarely fall into both categories. Learn how to create and capture the value of strategic connection in a hyper-connected world.

BIO:

Linda Salane, CEO of WNN (Why Not Now) Consulting and Executive Coaching, is a graduate professor in organizational leadership at Columbia College. She earned three degrees from the University of South Carolina. Salane works with business, government and non-profit organizations in leadership development, succession planning and strategic planning. A Liberty Fellow Mentor, she serves on the boards of Sandhill School, Girl Scouts and COR. She was honored by the Columbia Chamber of Commerce as the Community Advocate and the South Carolina Honors College as alumna of the year. Her mission: lead change, challenging everyone to make a difference and to laugh, love and live to the fullest by seeing life as a gift and a responsibility.

Meditation and Mindfulness - How to Tame Your Monkey Mind?
Presenter: Trudie Wiert
Room: Russell House 305

This session explores in a playful manner the many benefits of having a regular meditation practice. We will look at some basic tools that you can use in our daily lives to incorporate mindfulness and meditation, and we will discuss different styles and ways in which you can meditate. Meditation is a lifelong practice that can help us feel more focused, more content, more at ease in our own bodies and in the world around us. Especially for women, who are always so busy juggling a career with care giving; taking the time to turn inward and reflect often seems a luxury we can’t afford. However, even 15 minutes of meditation a day can make a big difference between feeling overwhelmed and stressed or feeling reconnected to your higher goals.
**BIO:**

**Trudie Wierts** is an international higher education professional, with 15 years of experience in International student services, study abroad, international relations management and higher education business administration. A graduate of the College of Arts and Sciences at the University of Groningen, the Netherlands, Wierts has worked with international faculty, staff and students in the areas of contract development, curriculum development, study advising and cross cultural awareness. Having worked and lived both in Europe and in the U.S., she has developed a deep interest in the educational and cultural differences between the two regions. In Europe she worked with the Erasmus Mobility Program for student and faculty/staff mobility. Before joining the Gamecock family in 2010, she worked for a nonprofit organization in Chicago that offered programs to students K-12 to further their education, build leadership skills and strengthen the community. In 2016, she completed the 200-hour teacher training through Rasika Yoga School to deepen her own yoga practice and to learn how to share her love of yoga, meditation and mindfulness with others. She began practicing yoga in 2001 during her first pregnancy. It was such a great discovery that by simply connecting to your breath and by tuning into the present moment, life’s challenges become much more manageable and, therefore, more enjoyable. She continued to take classes and workshops at several studios with different teachers. Next to her full time position at the university, Wierts teaches yoga at City Yoga of Columbia where she enjoys sharing her passion for yoga and mindfulness with others.

**Success in Tough Times: How USC is Navigating a Complex Higher Education Environment**

Presenter: Stacey Bradley  
Room: Russell House 315

Higher Education is under fire in the media. Is it worth the investment? What do our stakeholders expect? What are the facts? Come learn about the current state of higher education and how the University of South Carolina is successfully navigating a complex financial environment and an increasingly competitive student marketplace.

**BIO:**

**Stacey Bradley** manages the division of student affairs and academic support’s $100 million budget, capital planning process and human resources functions for 600 full-time and 1,500 temporary employees. She administers the university’s undergraduate scholarship budget of approximately $150 million and oversees University 101 Programs; the National Resource Center for The First-Year Experience; the Student Success Center; and student affairs communications, information technology and ombuds services. Bradley recently has served on the university’s Budget Model Redesign Steering Committee, Capital Operations Planning Subcommittee, HR Partners Group, First-Year Study Group, Orientation Advisory Committee, Advising Task Force and Data Administration Advisory Committee. She is leads the university’s
implementation of a predictive analytics advising tool and coordinated care network, the EAB Student Success Collaborative. Bradley also provides oversight and guidance on operational issues that are elevated to the Office of the Vice President for Student Affairs for resolution. Bradley recently received the Education Advisory Board’s national Visionary Leadership Award for steering efforts to improve advising, better coordinate student services and enhance the student experience using EAB’s enterprise-level technology, which enables stakeholders to manage student success through one system. Bradley was selected for and participated in the university’s Pipeline for Academy Leaders program, an experience designed for academic leaders and administrative executives who are currently serving in — or who have the potential to — hold a high-level position at the university in the near future. In addition, Bradley recently completed the Crisis Leadership in Higher Education program at Harvard University's Kennedy School of Executive Education. A licensed CPA, Bradley earned an MBA from the University of South Carolina and a bachelor's in accounting from the McIntire School of Commerce at the University of Virginia.
HISTORY OF 
denim day

In 1997 in Italy, an 18-year-old girl was raped by her 45-year-old driving instructor, who was later convicted and sentenced to jail. The perpetrator appealed the sentence and his case made it all the way to the Italian Supreme Court where the case was overturned. The instructor was released and the Head Judge released a statement arguing that because she wore tight jeans, he assumed that she must have helped him remove her jeans and, therefore, consented. Enraged by the verdict, the women in the Italian Parliament launched into immediate action and protested by wearing jeans on the steps of the Italian Parliament building. This was the beginning of what has become a worldwide event and movement to wear jeans as a visible means of protest against misconceptions that surround sexual assault.
Networking Contacts:
Notes: