University of South Carolina’s

13th Annual

WOMEN’S LEADERSHIP INSTITUTE

Wednesday, April 27, 2016
8:30 a.m. – 5 p.m.

Sponsored by: USC, Provost Advisory Committee on Women’s Issues
Women’s Leadership Institute
Fulfilling Needs

Schedule of Events

8:30 - 9 a.m.  Registration and Light Breakfast
Location:  Russell House Ballroom

9 - 9:45 a.m.  Welcome
Keynote Speaker:  Joan T. A. Gabel
Location:  Russell House Ballroom

10 -10:45 a.m.  Concurrent Session 1
Location:  Various

11 - 11:45 a.m.  Concurrent Session 2
Location:  Various

Noon - 12:40 p.m.  Lunch
Location:  Various

1 - 2 p.m.  Speaker:  Kirk Randazzo
Location:  Russell House Ballroom

2:15 - 3 p.m.  Concurrent Session 3
Location:  Various

3:15 - 4 p.m.  Concurrent Session 4
Location:  Various

3:45 - 4:30 p.m.  Wrap-Up and Door Prizes
Location:  Russell House Ballroom

5 p.m.  Networking Happy Hour
Location:  McCutchen House

Special thanks to all of our outstanding speakers who 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.
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Keynote Speaker

Joan T. A. Gabel, University of South Carolina
Executive Vice President for Academic Affairs and Provost

Location: Russell House Ballroom

Joan T.A. Gabel is the executive vice president for academic affairs and provost for the University of South Carolina. Joining the university in August 2015, Provost Gabel oversees 16 schools and colleges. She also is responsible for the university’s graduate and undergraduate academic programs, curriculum development, program assessment, university accreditation, systemwide academic affairs policies, faculty development and the stewardship of resources in support of the above. Prior to joining Carolina, Gabel served as the dean of the Robert J. Trulaske Sr. College of Business at the University of Missouri. Under her leadership, the college rebranded under the award-winning “We’ll Show You” campaign and then marked its Centennial Celebration with a year of reflection, celebration and a look into the future. She improved inclusion among diverse populations through key hires and strategic programming. Gabel worked collaboratively to secure a private/public partnership that generated $20 million that helped in establishing the groundbreaking Applied Learning Center, a home for high-touch, experiential learning methods. She also served as a board member for the Association to Advance Collegiate Schools of Business (AACSB). Named a “shining star” by The Wall Street Journal, she is the recipient of numerous awards, including the Charles M. Hewitt Teaching Award, the Kay Duffy Service Award and the Bunche, Kemper and Holmes-Cardozo Awards for Excellence in Research. Her work has been featured on the National Law Journal’s “Worth Reading” list and she served as editor-in-chief of the American Business Law Journal and the Journal of Legal Studies in Business. She earned her bachelor’s degree from Haverford College and her juris doctor from the University of Georgia.
Lunch Time Speaker: Nathan Strong

Networking on Steroids: A Reciprocity Web

Russell House Ballroom

How do you shake information out of a meeting room full of smart and well-connected people? By using a reciprocity web! The reciprocity web cultivates the idea of abundance within a group of people. If you have a need for information or a potential solution to a problem that is on your mind, the web may be the tool you need. Enjoy this “speed-dating” form of networking with your conference colleagues and go home with some meaningful connections.

Nathan Strong is director of organizational and professional development for the Division of Human Resources at the University of South Carolina. His primary areas of focus are organizational development, supervisory and management training and development, employee recognition and performance improvement. Formerly, Nathan 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 25 years. Nathan has consulted with more than 60 public, private and non-profit organizations on organizational performance problems, incentive and recognition systems, quality improvement strategies, developing customer and employee feedback systems, strategic planning, measurement development and various organizational/employee assessment projects. He frequently serves as a facilitator by organizations for the purposes of strategic planning, goal setting and metric development.

General Session: Kirk Randazzo

Leadership in 3D

Location: Russell House Ballroom

This presentation focuses on building fundamental leadership development skills. It begins with a discussion of how leadership is a continuum upon which all individuals can improve and positively change or affect their corner of the world. Then we’ll discuss the 3-D’s of leadership – Different, Dependable and Dynamic – and how to develop these skills ourselves. We’ll wrap up by focusing on some additional aspects of leading others that will help us become more effective leaders in our sphere of influence.

Kirk A. Randazzo is a highly sought speaker and scholar, both internationally and across the United States. As a respected political scientist, he teaches and conducts research on constitutional law and judicial politics, the rule of law in emerging democracies and judicial independence. Additionally, Randazzo is the director of the Carolina Leadership Initiative which seeks to promote, encourage and foster leadership and its development across the University of South Carolina. As a public speaker his presentations focus on developing fundamental leadership skills and strategies for successful conflict management, team motivation and public speaking. Randazzo earned a bachelor’s degree in music from the University of South Carolina in 1994 and a doctorate in political science from Michigan State University in 2003. After teaching at the University of Kentucky, he returned to Carolina in 2008 as a professor of political science. He serves on various boards including the university’s Alumni Band and the Friends of the USC School of Music. He also is the ‘Voice of the Carolina Band.’
Session 1

Women in Caregiving
Presenter: Macie Smith
Room: Russell House Theater

Approximately 40 million Americans are providing unpaid care to someone who has a chronic illness or disability. Of the 40 million caregivers providing this type of care, the typical caregiver is female (Pew Research Center, 2015). “Women in Caregiving” will provide a comprehensive outlook on the challenges women face when making a decision to care for people with chronic illnesses. Gaining a deeper understanding of the impact that chronic caregiving has on women can better prepare caregivers to care for themselves while caring for others.

Macie P. Smith is a licensed social worker, certified social work case manager and a social worker in gerontology with more than 16 years of experience working with the aging and vulnerable populations. Smith earned a doctor of education degree in higher education leadership with a specialization in adult education from Nova Southeastern University. She is the program development and training manager for the Office for the Study of Aging in the Arnold School of Public Health. She conducts research, develops training programs and coordinates program design and implementation. Smith also manages the Dementia Dialogues program. She provides direction, guidance, oversight and management of recruitment, training the trainers and program evaluation.

Effective Communication Skills in a Global Workplace
Presenter: Julie Medlin
Room: Russell House 203

Ever-increasing international diversity in higher education, understanding cross-cultural communication styles and exploring strategies for effective communication is of utmost importance for our field. How can we communicate successfully with people of other cultures? This session will feature information and activities to help navigate common miscommunications among cultures both in the office and classroom setting.

Julie Medlin is an international student adviser in International Student Services at Carolina. She earned a master’s degree in linguistics and a certificate in TESOL from the university in 2012. Her roles in ISS include teaching the Carolina Intercultural Training (CIT), advising international students on immigration regulations and coordinating International Education Week (Nov. 14-18, 2016) at Carolina. Previously her job was in teaching English as a second language, assisting with international student services and coordinating international visitor projects at English Programs for Internationals from 2009-2014. She has visited more than 17 countries including India, Puerto Rico, Ethiopia, Oman, Kuwait and Italy. On a trip to Oman in 2012, Julie began studying Arabic and Arab culture.
Challenges for Women’s Advancement in Higher Education and Opportunities for Success

Presenter: Terrie Smith

Room: Russell House Room 205

While some may think that women’s quest for gender equity and equality in the workplace has been achieved, recent data from the United States and countries around the globe show that the reality is quite different. According to American Council on Education’s (ACE) recent report, only 26 percent of the nation’s college and university presidents are women, and the rate of change has stalled since the late 1990s. Although women now earn the majority of all college degrees and are represented in entry-level and mid-level positions in many industries in the private sector, they have made surprisingly little progress in advancing to upper levels of leadership and management in higher education. This session will discuss reasons why women’s progress is not greater and offer strategic solutions to help women succeed, including the new ACE “Moving the Needle” initiative.

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. She is the director of faculty affairs in the Office of the Provost at 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 the University of South Carolina Sumter and serves as a consultant with Organizational Strategies, LLC in New York, NY. She also is currently serving as the president of the South Carolina Women in Higher Education. Prior to joining the university, she was on the faculty of Longwood University and UNC Charlotte. She also worked as a compensation manager at Blue Cross Blue Shield of South Carolina.

Originally from Virginia, Smith earned a bachelor’s degree with a double major in economics and elementary education from the College of William and Mary, a master’s in economics from Virginia State University and her doctoral in business administration with a concentration in human resource management from Virginia Polytechnic Institute and State University. Her dissertation on male/female wage differentials won the Alpha Kappa Psi dissertation award. She has received numerous research awards and teaching grants.

Her research topics include important domestic and foreign workplace topics that impact economic performance and business success, social policy and the impact of culture on individuals and organizations in society. 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. She has workshops on negotiating skills at more than 60 professional meetings.
Inner Path to Peace and the Mind/Body Connection

Presenter: Marguerite O’Brien
Room: Russell House Room 302

Neuroscience research tells us that we can rewire our brain by practicing mindfulness. In this course, learn techniques to help be more present in your daily activities and enjoy enhanced concentration, productivity and overall wellbeing.

Marguerite O’Brien, MSW, ACSM-CPT is the director of wellness, prevention and advocacy services with Student Health Services at the University of South Carolina. She earned her bachelor’s and master’s degrees from Carolina. In addition to serving on university committees such as the Provost’s Advisory Committee on Women’s Issues and the Diversity and Inclusion Advisory Council, O’Brien provides supervision to master of social work students, serves as a University 101 instructor and leads mindfulness sessions on campus. She also serves on national committees through the American College Health Association and is vice-president of the Southern College Health Association.

Prior to working at Carolina, O’Brien was the executive director of City Year, Columbia; national program coordinator for City Year, Inc. and a wellness coordinator at Lexington Medical Center.

O’Brien is also a certified personal trainer, fitness and Yoga instructor. She is active in the community and volunteers regularly with the American Red Cross and the Women’s Shelter.

Make Notes Not War: Using Digital Technologies to Manage Your Personal and Professional Life

Presenters: Sher Downing and Lisa Hammond
Room: Russell House 303

Our lives are busier and busier, and technology often seems to make them more complicated, rather than less so. In this session, we will discuss strategies for using technology to organize complex projects. We will explore programs like Evernote, a cloud-based digital workspace that definitely lives up to its motto, “Remember Everything.” A wide range of resources like Dropbox and WorkFlow are available to help professional women manage work and personal lives— these are not separate lives, and we need to find ways to use technology to support both.

Sher Downing is the vice chancellor of eLearning for the University of South Carolina Palmetto College. Her experience includes leading teams of IT and instructional design staff in the development and delivery of online-, hybrid-, blended-learning and classroom activities for undergraduate, graduate and corporate training programs. She has served at senior administrative levels at several institutions, including private, community college and university campuses, spending the last 20 years launching
online schools and programs and overseeing the design and development of academic, administrative and student services in a virtual environment. She has served as senior online faculty and curriculum development specialist and as a private consultant for specialized degree. Downing’s research focuses on the transition of faculty from the traditional classroom to online and hybrid instruction. She earned a doctorate and master’s degree in instructional design for online learning and a master’s degree in legal studies with a focus on intellectual property/copyright. She is a 2010 Lincoln Center Fellow from the Arizona Program for Policy Ethics and Leadership Fellow at Arizona State University.

Lisa Hammond is professor of English at the University of South Carolina Lancaster, having earned a doctorate from the University of Alabama. She has extensive experience in managing diverse and complex projects using technology. In the last several years, she has directed assessment for multiple degree programs and has worked in faculty governance to develop and implement an electronic tenure and promotion system across five campuses. In addition to her administrative roles, she teaches a wide range of courses at USC Lancaster and in Palmetto College, researches and writes about American women’s literature and gender issues in culture and writes and publishes poetry. She has made mentoring faculty in tenure and promotion and work-life balance a priority in her professional life.

**How to Manage Your Boss**  
**Presenter: Nathan Strong**  
**Room: Russell House 304**

Your relationship with your boss is probably the most important relationship you have at work. Learning to manage “up” can stimulate better performance, improve your working life, job satisfaction, workload and work-life balance. This session will address common causes of poor boss-employee relationships, some best work practices, and tips for dealing with “difficult” bosses.

Nathan Strong is director of organizational and professional development for the Division of Human Resources at the University of South Carolina. His primary areas of focus are organizational development, supervisory and management training and development, employee recognition and performance improvement. Formerly, Strong served as the program manager for organizational development in the S.C. Office of Human Resources. He has been involved in organizational assessment and organizational development activities for more than 25 years. Strong has consulted with more than 60 public, private and non-profit organizations on organizational performance problems, incentive and recognition systems, quality improvement strategies, developing customer and employee feedback systems, strategic planning, measurement development and various organizational/employee assessment projects. He works with many organizations, consulting and conducting sessions for the purposes of strategic planning, goal setting and metric development.
Financial Strategies
Presenter: Sha'Shanna Crumpler
Room: Russell House Room 305

Sha'Shanna Crumpler is a financial consultant for the Retirement and Individual Financial Services division at TIAA-CREF (www.tiaa-cref.org), a Fortune 100 financial services organization and leading provider of asset management and retirement services for the academic, research, medical and cultural fields. The group provides advice to individuals about retirement planning and improves financial literacy through specialized seminars and workshops serving every life stage. Crumpler is a certified facilitator of TIAA-CREF financial education programs addressing the needs of individuals, including the Woman-to-Woman Financial Empowerment workshops.

Crumpler’s career at TIAA-CREF spans more than 9 years, during which she has held several roles serving individual clients. Previously, as a customer resolution manager in TIAA-CREF’s Client Services organization, she resolved verbal and written complaints received by the organization. She also served individual clients as a member of the telephone counseling center sales team. Prior to TIAA-CREF, she was an associate of CIGNA Healthcare's Appeal Department.

She earned a bachelor’s degree in business management from University of North Carolina Charlotte. Crumpler is a financial consultant for the Retirement and Individual Financial Services division at TIAA-CREF (www.tiaa-cref.org), a Fortune 100 financial services organization and leading provider of asset management and retirement services for the academic, research, medical, and cultural fields.
Session 2

The Unintentional Barrier to Leadership Development in Academia

Presenter: Anna Scheyett

Room: Russell House Theater

Although women comprise the majority of undergraduates in the United States, they are underrepresented in leadership roles in higher education. Only 26 percent of college and university presidents are women and women are more likely to lead two-year institutions than four-year institutions. About 33 percent of community college presidents are women compared to 23 percent of bachelors and masters institutions and 22 percent of doctoral institutions. However, in some areas representation is improving. During the academic year 2013-2014, 48 percent of newly appointed provosts and 42 percent of new deans were women. This session will explore the barriers and challenges to leadership experienced by women in higher education. It will discuss promising practices for developing women leaders in higher education, and encourage participants to think about the steps they can take as individuals and as administrators to foster leadership development in women in academia.

Anna Scheyett is dean of and a professor in the University of South Carolina’s College of Social Work. She earned her doctorate from Memorial University, her master of social work from the University of North Carolina at Chapel Hill, and a master’s degree in science and philosophy from Yale University’s department of human genetics. Prior to joining Carolina’s faculty, she was the associate dean for academic affairs at the UNC School of Social Work. Scheyett is passionate about social work education, social justice and the rights of vulnerable individuals. Her research examines community integration of vulnerable populations who are involved in the mental health or criminal justice systems.

Diversity and Inclusion on Campus

Presenter: Shay Malone

Room: Russell House 203

As director of multicultural student affairs, Shay Malone provides leadership for planning, implementing and assessing outreach and awareness programs that promote multicultural and social justice education for the campus community. She works with multiple committees and programs across the university to promote diversity and inclusion, including working with the University of South Carolina’s first chief diversity officer on the university’s diversity committee.

Malone joined Carolina in fall 2013 from Vanderbilt University, where she spent most of her time as the assistant director of leadership development and intercultural affairs. She was involved in creating Vanderbilt’s LGBTQ Center and implemented programs that integrate leadership and service learning with social justice education. Previously, Malone worked in admissions, multicultural and international student services at Webster University.
Malone earned a bachelor’s degree in English and dance from Webster University in Saint Louis, Missouri in 2002 and a master’s degree in media communications with an emphasis in public relations in 2003. A career in higher education has led her to continue her studies at the University of Alabama, where she is currently a doctoral student in higher education administration. Her research focuses on the duality of campus cultural centers at predominantly white institutions.

Originally from Memphis, Tennessee, Malone is a member of various non-profit and professional organizations and a member of Alpha Kappa Alpha Sorority.

Social Media: Communicating with a Crowd Without Leaving the Comfort of Home
Presenter: Anne Postic
Room: Russell House Room 205

How do you use social media? It's an important part of your brand, even when you are the brand. These days, your social media is often the first thing people see when they search your name on the internet. And everyone -- from potential employers to your new significant other's mom -- is looking you up. Learn more about putting your best foot forward on social media in this session.

Anne Wolfe Postic is a freelance writer and content developer for Cyberwoven in Columbia. Her first love is writing about food and food culture, but she enjoys writing about a variety of topics. Postic created the "The Shop Tart" blog about local events, style and food. The Shop Tart became part of Fig Columbia, where Postic was style director and communications manager before joining Cyberwoven in 2015. She likens social media rules to basic etiquette rules taught by grandmothers.

Life: A Balancing Act or the Act of Balancing?
Presenter: Katrina Spigner
Room: Russell House 302

Plates. Balls. Juggling. What do these things have in common? They are often the measure of how we are living our lives. What's on my plate? How many balls do I have in the air? How much more can I juggle? For many of us, the answers to these questions are at the core of living a life in or out of balance. Join in as we share ways in which to get our "act" together.

Katrina Spigner has brought her passion to nonprofits and philanthropic endeavors for more than 15 years. She is founder and CEO of Re-Source Solutions, a company focused on personal, professional and organizational growth. The company’s divisions -- Solutions NOW and Katrina NOW -- provide services ranging from executive and personal coaching to presentations for workshops, retreats and consulting. Spigner earned her bachelor’s degree from Columbia College and master’s degree in social work from the University of South Carolina. She also has earned certification in clinical pastoral education and personal and executive coaching, and is pursuing her doctorate in organizational leadership from Northeastern
University. She is an adjunct professor in the University of South Carolina’s College of Social Work, and was named the college’s 2014 Alumnus of the Year.

**Women in Politics**

**Presenters:** Beth Hutchison, Elisa Parton and Teresa Wilson  
**Room:** Russell House Room 205

**Beth Hutchison** has served four terms as a school board member for School District Five of Lexington and Richland counties. After chairing a successful School Bond Referendum campaign in 1996, she ran for a trustee position on the school board. Upon re-election for her fourth term in 2012, she was named chairwoman of the board in November 2013. She stays engaged in political campaigns from school board elections to governor’s races and U.S. Senate races. Hutchison works at the university’s South Carolina Honors College as its director of alumni engagement. She earned a bachelor’s degree in journalism with a concentration in public relations and a master’s degree in public administration from the University of South Carolina.

**Elise Partin** is the first female mayor of the City of Cayce, having served since 2008. She has been recognized for her work on economic development, representation of Cayce’s diverse residents and promotion of regionalism and ethics reform while protecting taxpayer dollars. Under her leadership, Cayce has earned top 10 status as one of the most tax friendly places to retire in South Carolina and as the No. 1 city in the state for recent graduates and millennials.

Columbia City Manager **Teresa Wilson** leads the executive team for South Carolina’s capital city. Wilson leads the city operations for Columbia, a fast-paced city that is growing and developing daily. Her focus is addressing the needs of residents in the community while focusing on public safety and economic development initiatives. Wilson is a dedicated leader who works closely with the business community to develop projects that will be catalysts for future economic growth.

Prior to her role as Columbia’s chief executive officer, Wilson served in various professional capacities including serving as government and community relations coordinator for the University of South Carolina’s Office of the President. When she transitioned into municipal government, Wilson served as the chief lobbyist and director of governmental affairs for the City of Columbia. Later, she was named City of Columbia’s assistant city manager for community programs, economic development and government services. Wilson played an integral role in several major initiatives, including transforming Columbia's community development department into a nationally recognized model organization and
reducing the city's commercial revolving loan fund's default rate from 29 to 4 percent in a single fiscal year.

She and her team led dramatic rebirth in the city center through projects like the highly successful 2012 Facade Grant Program, which leveraged roughly $425,000 in federal CDBG funds to create more than $6.1 million in private downtown investment. Working with departments across the city, she has helped supplement vital services like public safety by securing tens of millions in grant dollars. Wilson’s experience has provided her with a special understanding of how economic development impacts the financial stability of the community through job creation, support of the local economy and a myriad of emerging business ventures.

Wilson’s business and management philosophy is focused on the “Build Columbia” strategic framework, which emphasizes the need to “Run, Grow and Transform” our city in an efficient and effective manner in order to yield a productive business and financial model for the City of Columbia’s operations. During her tenure as Columbia’s city manager, she has implemented and overseen numerous initiatives that are focused on making the city more efficient and more effective for citizens and business owners.

Enhancing the quality of life in Columbia is a primary focus for Wilson and her commitment was aptly displayed during the process to identify and select a strong leader to transform the Columbia Police Department. Public safety, which includes fire protection and emergency services, is at the core of the stability of neighborhoods and the continued success of the business community. Code enforcement operations also have been merged into the police department to solidify the process for maintaining clean, safe communities and hospitality districts.

In addition, Wilson hired the City of Columbia’s first chief financial officer in order to ensure that the fiscal foundation of the city remains strong and continues to sustain the multiple services that are critical to taxpayers. This important hire and the focused attention by Wilson and the finance staff has led to the Government Finance Officers Association award in 2013 and 2014 -- an accomplishment that has not been bestowed on Columbia for almost a decade.

Through Wilson’s leadership, a business liaison function within the economic development department was created to enhance communications and relationships with current and potential business partners on a local, regional and national basis. The focus on business retention also has been elevated through the development of a business retention plan that includes collaborations with leaders from various business districts. Her focus on community development has been equally beneficial and has resulted in new homes being built in various Columbia neighborhoods, while also offering competitive loans for new homeowners. Wilson believes that renewing and revitalizing neighborhoods is the platform for strengthening the entire community.

While maintaining a balance among her priorities is important, Wilson has not abandoned the value of direct communications with Columbia’s citizens. She takes pride in attending community meetings, speaking at public functions, serving as a youth mentor and addressing the needs of residents.

Her leadership of the City of Columbia was never more evident than during the historic flood of October 2015. The entire city rallied together and implemented operations on a 24-hour basis in order to meet the needs of citizens. The catastrophic path of the flood impacted all areas within the city limits and even though resources were stretched to the maximum level, the strong leadership of management met the needs of residents in a heroic way.

On a personal basis, Wilson believes in servant leadership and collaboration. She partners with and encourages her staff to collaborate with Midlands area governments, as well as colleges and universities, and many local organizations, including the Columbia Urban League, the Homebuilders Association, the Chamber of Commerce, neighborhood and hospitality associations. Wilson also has completed the Senior
Executive Institute at the University of Virginia Darden School of Business and is an active member of ICMA, the International City/County Management Association. Wilson is a member of Gethsemane Baptist Church, Delta Sigma Theta Sorority, Inc., Junior League, the NAACP and the Columbia Chapter of Jack & Jill of America. She has received numerous accolades, including being named one of Columbia’s 2008 "Top 20 Under 40" Business Professionals, one of Columbia Business Monthly's "50 Most Influential People" in 2011 and 2016, and one of Southeast Small Business Magazine's "Top Women of Influence".

Hope for Problem-Solving Groups

Presenter: Claire Jerry
Room: Russell House Room 304

While you may attend only a fraction of the 11 million meetings that happen daily in the United States, you may share the perception that at least a third of the time you do spend in meetings is relatively unproductive. This interactive workshop will explore techniques to make problem-solving meetings and discussions more constructive. We will discuss a problem-solving agenda, roles for leaders and group members and communication strategies. We will even practice solving a problem!

Claire Jerry is chief curator of collections and research at McKissick Museum. Prior to becoming a full-time museum professional, she directed the public speaking program at MacMurray College in Jacksonville, Illinois, where she was the first faculty member to win the Dewey Wilkins Award for Teaching Excellence twice. She has taught classes in organizational, business, group, interpersonal and public communication for numerous universities and organizations (and has attended more than her share of meetings!). At Carolina, she teaches public speaking for Preston Residential College, which names her its 2015 Associate of the Year.
Session 3

Habits Highly Effective Leaders Practice to be Productive and Have Peace of Mind
Presenter: Janet Hudson
Room: Russell House Theater

Perhaps you have heard the expression, "Don't Sweat the Small Stuff," but all too often the mounting volume of small things can spin out of control and sabotage our best strategic planning and creative thinking. How can we manage all those urgent email requests, that nagging sense of forgetting something important and the constant stream of notifications that promise us something fabulous if we just click HERE? While the distracting temptations grow exponentially, research reveals that our willpower is limited, making the challenge even greater. Help! This session offers you some structure for coping with endless email, managing daily distractions, fighting procrastination and developing habits that will reduce your need for willpower, increase your productivity, and offer you some peace of mind. Highly effective leadership requires strategic planning, creative thinking, broad networking and flexible adaptation when things go wrong. BUT these high-level leadership skills rest on a foundation of effectively managing the nitty-gritty of daily life.

Janet G. Hudson is faculty associate director for innovative teaching with the Center for Teaching Excellence at the University of South Carolina. Through professional development workshops she supports faculty in developing student-centered teaching strategies and consults with faculty revising their courses to employ flipped and active learning pedagogy. In her role as associate professor of history with Palmetto College, she teaches American history in a variety of formats. She wrote the prize-winning book, “Entangled by White Supremacy: Reform in World War I-era South Carolina.”

Universal Design: Transforming Campus Traditions to Reach Diverse Population
Presenter: Aisha S. Haynes
Room: Russell House 203

Students, faculty and staff at institutions of higher learning are very diverse. All individuals on our campuses should have an opportunity to participate in accessible, usable and inclusive environments. Universal design strives to make opportunities accessible to everyone and has built-in features that anticipate the needs and presences of a diverse group of users. It is important for institutions of higher education to have universally designed services, technologies, instruction, resources, physical spaces, websites, events, etc. Are we proactively designing accessible, usable, inclusive, welcoming and universally designed services and resources? Join the conversation.

Aisha Haynes is the program manager for Distributed Learning at the Center for Teaching Excellence at the University of South Carolina. She manages the design, creation, delivery and ongoing improvement of distributed learning delivery methods. Haynes is a certified quality matters peer and master reviewer and
has earned online teaching certifications from the Online Learning Consortium. She has designed online courses for more than eight years. She teaches both graduate and undergraduate courses online at Carolina, including computer applications in business and technological applications for diverse populations.

**Charge Ahead: Rev Up Your Personal & Professional Performance**

**Presenter:** Paulette Cunningham  
**Room:** Russell House Room 205

"Charge Ahead" is an interactive workshop that leads participants through simple, yet significant active learning activities that prompt them to “take the bull by the horns” with their personal and professional performance. Participants will come away with a refreshed outlook and an effectual self-help guide for being bigger, faster, stronger, BETTER versions of themselves in the workplace and at home.

Paulette Cunningham is an award-winning former educator who has mastered the art of motivating individuals to the next level of performance. Her custom-created workshops employ active learning techniques that help participants shift to a new level of personal well-being and professional performance. Cunningham connects with the audience through her relatable messaging and authentic training approach.

**Yoga**

**Presenter:** Sally McKay  
**Room:** Russell House Room 302

Yoga is a way of life for Sally McKay, because to her, yoga is life. She sees the mat as a playground and asana as an opportunity to explore balance, humility and possibility...and to have fun doing it. Playful as a teacher and practitioner of yoga, McKay loves to laugh with her students even as they bring a focused intention to each practice.

McKay brings more than 15 years of practice to her teaching, having studied with nationally and internationally known instructors, including Stacey Millner-Collins of Columbia. Her teaching also is influenced by her experience as a professional speech coach and public relations consultant. Her distant background of teaching and dancing ballet, tap and jazz also inform how she looks at yoga: “as a life-long dance that constantly reminds me that I don't always lead... my husband, Walker and sons Walker and Mitchell might like for me to remember that a little more often!”

McKay often asks students why they practice yoga and encourages them to revisit that question each time they come to the mat. She has learned over the years that the "why" of her practice is far more significant than simply maneuvering her body into different shapes. The poses are a beginning, not an ending, and it is with that mindset that she approaches every class.

McKay is a professional speech coach and trainer with 20 years of experience in public relations, media coaching and customer service training. An award-winning graduate of the University of South Carolina College of Journalism and Mass Communications and the Buckley School of Public Speaking, McKay has coached CEOs, customer service representatives, government officials, bankers and other
professionals in the areas of public speaking, understanding audiences and customers and working with the media.

In addition to coaching, McKay is an avid yoga practitioner. She has been an instructor at City Yoga in Columbia for more than 12 years.

Gender, Race, and Workplace Policies
Presenter: Xuhong Su
Room: Russell House Room 303

While there has been extensive research on workplace policies that can help promote equality for many diverse groups in the workplace, some findings are never translated into practice and policy. Drawing on her years of experience in this area, Xuhong Su will discuss some of the challenges and successes she has seen in her work around the translation of research into practice, both in the United States and internationally. She also will address how the intersections of gender and race have impacted her own career path in academia, where there are significantly less tenured and full female professors and even fewer minority female professors.

Su’s research and teaching interests are in public administration, human resources management and science and technology policy. She has been engaged in multiple projects studying the career trajectories and development of public employees, scientists and engineers. Her work has been published in numerous journals, including the Public Administration Review, American Review of Public Administration, Research Policy and Journal of Technology Transfer. Su pays special attention to how women and minority scientists survive and thrive in academia and how high education policies imprint on individual career development.

Lean In Talk
Presenters: Christine Carr
Room: Russell House Room 304

Dr. Carr is an associate professor in the division of emergency medicine at the Medical University of South Carolina. A graduate of Cornell University, Carr earned her medical degree at the Medical University of South Carolina in 1992 and in 1995, she completed her internship and residency in emergency medicine at the Johns Hopkins Hospital in Baltimore, Maryland. In 2002, Carr was named associate medical director of emergency medicine and in 2008 became the medical director of emergency medicine. In 2010, Carr completed a certificate in medical informatics through OHSU and in 2016 earned her qualification as a certified physician executive. Carr is one of the founding members of the Emergency Medicine at MUSC, joining the group in 1995, she was instrumental in developing the framework for the emergency medicine residency program, which began July 2007. Carr’s expertise includes process improvement and organizational change, coding/billing and emergency medicine practice management and medical informatics/health information
exchange. She serves on several national committees and serves as the American College of Emergency Physicians representative to the facility guidelines institute healthcare guidelines review committee as a content expert for patient centered design strategies. Carr is the physician lead on the Carolina eHealth Alliance, a robust regional HIE in the Charleston, South Carolina’s tri-county region. This is a community wide collaborative effort involving the four major hospital systems in the Low Country resulting in lower cost per patient, improved efficiency with lower lengths of stay in all emergency departments and better health care for the patients in our community. For many years, Carr was one of very few women in emergency medicine at MUSC. As she progressed in her career, she became a relentless advocate for women in leadership, believing that women must be given the same progressive leadership opportunities men are given (often subtly) so they are well positioned to assume more senior leader roles. True to the “Lean In” philosophy, women in senior leader roles add dimension and a unique perspective making any organization more attractive and high performing.

Financial Strategies for Retirement

**Presenters: Keith and Laura Barron**  
*Founders of Barron Financial Group, LLC*  
**Room: Russell House Room 305**

Keith is an author, public speaker, educator and specialist in retirement planning related challenges. He regularly teaches continuing education courses on retirement at the University of South Carolina and Midlands Technical College.

Laura began her financial services career as manager of senior services for a local agency in 1994. In 1997, she formed her own company and embarked on a journey to continue serving the needs of individuals. Married for 36 years, the Barrons continue to support their passion for helping South Carolina residents envision their futures, realize their retirement independence and live life to the fullest.
Session 4

Leadership: Learning to listen for life’s lessons
Presenter: Eboni Wilson
Room: Russell House Theater

As we navigate our lives from childhood to adulthood, we learn life lessons that mold us into the women we are today. Many of those lessons are vital to our development as leaders even though we may not realize it at the time. This presentation will reflect upon some of those lessons, particularly as they relate to qualities that are necessary to being an effective leader.

Eboni S. Nelson is a professor of law at the University of South Carolina where she teaches contracts, commercial law, consumer law and race, class and education. Her scholarly interests include issues concerning the provision of equal educational opportunities for minority and disadvantaged students as well as the intersection of consumer law and education. Nelson earned her bachelor’s degree from Wake Forest University and juris doctorate from Harvard Law School. In 2014, the General Assembly elected Nelson to serve on the S.C. Commission on Consumer Affairs. She is vice-chairperson of South Carolina’s advisory committee to the U.S. Commission on Civil Rights and serves as president of the board of directors of Sistercare, a nonprofit organization dedicated to assisting survivors of domestic violence.

Preparing for the Next Wave of Talent

Presenter: Crissy Ortiz
Room: Russell House Room 203

“Great change dominates the world, and unless we move with change we will become its victims.” (Robert F. Kennedy, 1964) This proposition is unquestionably appropriate for today’s organizations. As the millennial cohort transitions into the workforce, leaders continue to raise perceived concerns about how to manage and motivate this emergent group.

Position your organization for change, as opposed to fighting it! Gain a fresh understanding of millennial behavior. Learn what motivates, inspires, and drives this cohort and how to leverage that knowledge towards increased understanding and application within your organization. Ultimately, learn how to manage, remain agile and relevant for the next wave of talent.

Crissy Ortiz is a results-oriented executive with 16 years of leadership and talent management experience, with specialization in learning and development, talent acquisition and diversity and inclusion. Ortiz oversees career services as a strategist and consultant for South Carolina Federal Credit Union, a financial institution with more than $1.4 billion in assets. Ortiz is a doctoral candidate at Regent University, majoring in leadership and human resource development.
Women more than ever are taking the leap of faith and starting their own businesses. Understanding all the legal requirements for setting up a business can be daunting and tricky to navigate. This program will equip women business owners with the tools needed to start and run a successful business within the confines of the law. A panel of all-women lawyers will discuss common legal issues facing women entrepreneurs. This program will address choosing the right business entity, employment law issues and ways to avoid being sued. Panelists also will discuss their personal successes and missteps in establishing their own businesses. Join us for what will be a hearty and honest discussion tailored to women entrepreneurs.

Lisa M. Hostetler focuses her practice on real estate, estate planning, elder law, special needs trusts, lease review and drafting, real estate loan closings, probate law, probate litigation and title insurance. She is licensed to practice law in South Carolina and North Carolina and has been named a Super Lawyers Rising Star for the past three years and a Legal Elite of the Midlands for the last five years. Hostetler was recognized by The State newspaper as a 20 Under 40 Honoree for 2015. She is president of the Palmetto Land Title Association, former state chair of the Young Lawyers Division Cinderella Project and received the 2015 Irmo Chamber New Business of the Year Award.

Gail Jabber is a partner in the law firm, Jabber & Isaac, P.A. She has one law partner, Tameika Isaac Devine. Jabber & Isaac is a general practice law firm that specializes real estate transactions, family law and probate law.
Jabber is a native of Spartanburg, South Carolina. She earned bachelor’s degrees in journalism and political science and her juris doctorate from the University of South Carolina. She was admitted into the South Carolina Bar in 1994, practicing law for 22 years.

**Lindsay Joyner** is an associate in GWB’s Columbia, South Carolina, office. Her practice places an emphasis on banking, business and commercial litigation, professional negligence and economic development. Joyner has practiced in these areas before state and federal courts. A significant portion of Joyner’s legal practice is devoted to banking. She handles a wide variety of banking issues, including advising bankers on policy and customer issues that arise as well as litigating matters from an offensive and defensive perspective.

Additionally, Joyner represents corporate and individual clients in business and commercial litigation matters. Specifically, she handles matters concerning contractual disputes, business torts, shareholder disputes and other complex litigation arising out of business transactions. She applied those experiences in “ABOTA Masters in Trial,” which she co-wrote. Masters in Trial puts the best lawyers in the state in front of an audience to try a case. Joyner’s case was the first commercial case ever used by Masters in Trial.

**Ashleigh Wilson** is an associate who focuses her practice on product liability and commercial law, with litigation and appellate experience. She showed great initiative in her early years of practice, actively contributing to professional organizations and serving in various leadership roles on multiple committees.

Wilson previously served as an assistant attorney general, where she handled more than 300 civil actions in circuit and appellate courts. She routinely drafted pleadings, court orders, motions and correspondence as well as responded to appellate petitions and briefs. She also has argued before the South Carolina Court of Appeals. Wilson also served as a law clerk to the Hon. Robin Stilwell of the 13th Judicial Circuit Court in Greenville, South Carolina.

Through her extensive involvement in the South Carolina Bar Association Young Lawyers Division, Wilson earned the President’s Award in 2014. She is a member of the Junior League of Columbia and volunteers as a tennis coach for the Special Olympics.

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**Work-Life Balance: Does it Exist?**
**Presenter: Gayle Haddock**
**Room: Russell House 302**

This session will address what we all want to know: is there such a thing as work-life balance? If it exists, what is the secret?

When divorce left Gayle Haddock as a single mom with a small child, there were moments when she felt like she was only a drop away from drowning in the rising surge of life’s demands. Parenting, her career, caring for an elderly parent and maintaining an active volunteer and social life, Haddock speaks from experience and lessons learned (mostly the hard way).

Haddock loves to encourage women from all walks of life. In 2009, her personal experience with divorce and single parenting ignited a passion for speaking and women’s ministry. She began leading divorce
support groups at Shandon Baptist Church that year before launching “The Sisterhood of Single Moms” there in 2011.

She has spoken at multiple conferences, retreats, and women’s events on topics relating to singleness, single parenting, dating, and learning to thrive wherever you are. After seven years, Haddock married and is learning what life in a blended family.

**Breaking the Silence around Sexual Violence: Dispelling Myths about Perpetration and Victimization**
**Presenter: Kayce Singletary**
**Room: Russell House 303**

Sexual violence is an issue that thrives in secrecy, myths and misinformation. This session will focus on dispelling some common myths surrounding sexual assault, which often influence how the survivor, their support system and others in the community react to the assault. This session will increase participant understanding of the true nature of sexual assault and provide strategies for the prevention of sexual violence in the community.

Kayce Singletary is the community education director at Sexual Trauma Services of the Midlands. Singletary earned master’s degrees in social work and public health from the University of South Carolina in 2012. She passionately believes that community involvement in primary prevention education for youth is the key to ending sexual violence. Since joining STSM, Singletary has developed statewide and international facilitator training programs to increase the capacity of STSM’s prevention education curriculum. She has presented on a variety of issues related to sexual violence prevention education at the National Sexual Assault Conference, the South Carolina Campaign to Prevent Teen Pregnancy’s Summer Institute, the South Carolina Association of School Administrators Conference and TEDxColumbiaSC.

**Reclaiming Bossy: The Assertive Woman's Guide to Successful Management**
**Presenters: Tina Marie Devlin, Jessica Elfenbein, Kerry Feduck**
**Room: Russell House 304**
There has been much conversation in recent years about “bossy” women and the double standards around the words and connotations used to describe leaders. Assertive men might be thought of as strong leaders, while assertive women often are labeled “bossy” and seen as pushy or aggressive. The purpose of this panel is to discuss what we can do to “reclaim bossy,” and take back the power of strong leadership skills for women. We will hear from women in three different industries on how they have navigated leadership and managerial roles, including the skills and techniques they found to be helpful in leading diverse teams as well as barriers they have encountered being an assertive woman in the workplace.

**Tina Marie Devlin** is the health systems coordinator for the South Carolina DHEC Division of Diabetes, Heart Disease, Obesity and School Health. Devlin’s areas of interest and expertise include cancer prevention and control, women’s health and wellness and chronic disease prevention. She earned her bachelor’s degree in biology and her master’s of public health degree in health promotion, education and behavior form the University of South Carolina. She also is a certified health education specialist (CHES).

**Jessica Elfenbein** is a senior associate dean of graduate studies and a professor of history at the University of South Carolina. As a historian, Elfenbein is interested in the power of history as a productive tool of community building. She has published broadly about American urban life and has undertaken award winning public history initiatives. She joined the university’s faculty in 2012, coming from the University of Baltimore. Her passion is fostering leadership and professional development opportunities for graduate students and works to expand value-added programs for graduate students.

**Kerry Feduk** is responsible for local statewide public broadcasting/media services and programming from concept to completion, promotion and broadcast of programs and series. The content division of the network is responsible for producing original national, regional and local programming as required by the network. Feduk serves as SCETV's executive-in-charge for public media, education and engagement, production support services and facilities operations and revenue. She oversees operations for the network's four regional stations and the web. A native of Lincoln, Nebraska, Feduk began her 39-year broadcasting career in public broadcasting in Nebraska. She has worked predominantly in public broadcasting, feature film, private sector production companies and free-lance production capacities. Feduk also has served in Nebraska and South Carolina on film-related task forces, study committees and has produced award-winning broadcast, marketing, and political campaign programming and commercials.
Networking Contacts: