

Women's Leadership Institute

19th Annual

**Wednesday, April 27, 2022
8:30 a.m. – 5:00 p.m.**

Tweet at #WLI22

“My Personal Story”

Schedule of Events

8:30-9:00	Registration and Networking Location: Russell House Ballroom
9:00-9:30	Welcome Location: Russell House Ballroom
9:30-10:30	Morning General Session Keynote Speaker: Jotaka Eaddy Location: Russell House Ballroom
10:45-11:45	Concurrent Session 1 Location: Various
12:00-12:30	Lunch Location: Russell House Ballroom
12:30-1:30	Afternoon General Session Speaker: Carolina Pine Location: Russell House Ballroom
1:45-2:45	Concurrent Session 2 Location: Various
3:00-4:00	Concurrent Session 3 Location: Various
4:15-4:30	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

Room: RH Ballroom		Room: RH 203	Room: RH 205	Room: RH 305	Room: RH 303	Room: RH 322	Room: RH 315	SEC Room
		Grit and Grace	Embracing Imperfection	Power of the Pause	Be the Wave	Give Her Rest	Graduate Session	
9:00-9:30	Welcome							
9:30 -10:30	Keynote Speaker: Jotaka Eaddy							
10:45-11:45		Career Trajectory for women of color Presenter: Kay Thomas and Rushondra James	Meaning at Work-A Generational Perspective Presenter: Nathan Strong	Visual Misinformation and Social Media Presenter: Andrea Hickerson	Women Leadership and Social Policy Presenter: Dawn Campbell	Compassionate Respite: creating space to fill your spirit Presenter: Marguerite O'Brien	Graduate Student Panel	
12:00-12:30	Lunch							
12:30-1:30	Keynote Speaker : Carolina Pine							
1:45-2:45		How to make an impression in the virtual world Presenter: Tondaleya Greene-Jackson	Use your imperfections to help others through prosocial behavior Presenter: Shelley Dempsey	Happiness: Theory and Practice Presenter: Sandra Kelly	The Pearl: Grit & Grace in the Face of Career Challenges Presenter: Carolina Pine	Mental Health in College Students Presenter: LaQuana Sheppard	Leadership in a Local Landscape. Presenter: Aditi Srivastav	
3:00-4:00		Navigating Higher Education: Women in Leadership Presenter: Mary Alexander	Combating Imposter Syndrome and the Myth of Superwoman Presenters: Alexandra Weaver and Katherine Hilson	The Power of No: Setting Boundaries Presenter: Kim Pruitt	Current Challenges and Opportunities in Building a Movement for Gender Justice in the South Presenter: Ann Warner	101 Women Who Shaped South Carolina Presenter: Val Littlefield	How to be present in all situations Presenter: Toby Jenkins	
4:15-4:30	Wrap Up, Door Prizes, Networking							

Keynote Speaker

Jotaka L. Eaddy

Location: Russell House Ballroom



Jotaka L. Eaddy is the founder and CEO of Full Circle Strategies, LLC - a social impact consulting firm committed to advancing transformative change and global impact. Jotaka is also the Co-Host of the award winning OWN: Oprah Winfrey Network Television series - Speak Sis!.

Described as the “Olivia Pope of Silicon Valley” by Forbes Magazine, Jotaka is a dedicated and seasoned strategist with more than 20 years of experience in policy, advocacy, and movement building.

Within her current practice, Jotaka works with clients including corporate, non-profit, foundations, technology and government organizations seeking to advance policy, ideas, and change. Jotaka has led regulatory, legislative and social impact initiatives at the federal and state level for leading non- profits and within the C-Suite of leading technology companies, helping to bridge the gap between Washington DC and Silicon Valley.

Jotaka has served at the forefronts of efforts that have created lasting change. In 2020 she founded the movement #WinWithBlackWomen, an intergenerational, intersectional group of Black women leaders representing business, sports, movement, politics, entertainment and beyond.

The network, which has garnered more than 600 million impressions on social media is committed to supporting the agenda and efforts led by and in support of Black women and the communities in which they serve. #WinWithBlackWomen is credited with making a significant impact on the historic election of 2020 which resulted in the United States first Black woman Vice President.

As one of the few black women that has served in the C-Suite of a Silicon Valley based company, Jotaka is a passionate advocate for increased diversity and impact metrics in the tech sector. Committed to social impact and social justice; Jotaka serves as a board advisor to several tech start-up companies including Maker’s Row, Inc.; Gauge, Inc., Tech Dojo and Hustle, Inc.

From 2009-2014, Eaddy served as Senior Advisor to the President and CEO and Senior Director for Voting Rights for the NAACP. Within that capacity she directed external affairs and strategic

initiatives on behalf of the Office of the President and CEO and led the NAACP's strategy to defend and expand voting rights. Under Jotaka's leadership – the NAACP played a pivotal role in a wide array of voting rights initiatives including: changing the Delaware State Constitution to expand voting rights to people with felony convictions, stopping the spread of voter suppression laws such as photo id, and secure the voting rights of more than 300,000 citizens with felony convictions in the state of Virginia through an executive order signed by the Governor.

In addition to domestic advocacy, Jotaka has lobbied within various international forums including the United Nations Human Rights Council, African Union, the Organization of American States, and Council of Europe, among others. In 2004, Jotaka directed the national lobby and international advocacy campaign against the juvenile death penalty in the United States. Those efforts contributed to the 2005 landmark US Supreme Court decision *Roper v. Simmons* which abolished the juvenile death penalty in the United States and was supported by an amicus brief signed by more than 50 nations.

A noted speaker and advocate, Jotaka has traveled extensively, serving as a guest lecturer and strategist on human rights and social impact at various institutions and universities covering 49 states and 25 countries.

As a student at the University of South Carolina, Eaddy served in a number of leadership capacities, including tenure as student representative on the University's Board of Trustees. As a student senator, she authored legislation and coordinated strategies that resulted in the passage of the University of South Carolina's student resolution calling for the removal of the Confederate flag from the South Carolina State House Dome. Most notably, Eaddy was elected Student Body President, becoming the first black woman to be elected to the position in the University of South Carolina's 213-year history and the first black woman elected to such a position in the state of South Carolina.

Eaddy is the receipt of several honors and awards including: 2020 BET Election All Stars, Good Morning America 2020 History Makers, SF Times Bay Area Most Influential Women in Business, 40 under 40 Silicon Valley Tech Diversity, Rainbow Push Outstanding Public Service Award, Root 100 Most influential African Americans, Essence Magazine Woman to Watch, My Carolina Association Outstanding Black Alumni, Midwest Academy Heather Award, Empower Magazine Political Rising Star, University of South Carolina College of Arts and Sciences Distinguished Young Alumni, among others. She serves on several boards including the University of South Carolina's Alumni Association (Board of Governors). She is also an active investor in tech companies and venture funds.

Jotaka's work has been highlighted in several publications including: *Forbes Magazine*, *TechCrunch, Inc.*, *Wall Street Journal*, *Newsweek*, *The Guardian*, *Essence Magazine*, *Fortune Magazine*, *Black Enterprise Magazine*, *Root 100 Most Influential African Americans*, *Politics365.com*, *MSNBC*, *CNN*, *Al Jazeera America*, *Aspire Network*, *Huffington Post*, *The Los Angeles Times*, *The Washington Post*, *BET*, *The Nation Magazine*, *Democracy Now*, *the Art of Activism*, *Black America Web.com*, *the American Prospect*, among others.

Sponsored by USC's College of Arts and Sciences

Session 1

Kay Thomas

Career Trajectory for women of color



Kay Thomas (Ed.D.) is Clinical Associate Professor and Assistant Dean for Student Affairs and Diversity in the South Carolina Honors College. In this role, she teaches courses on leadership, social and cultural capital. As an administrator, she oversees honors advisement, the senior thesis process and our student services staff. Her professional background is diverse, combining more than 20 years as an experienced leader in higher education with a strong expertise in academic and student affairs. Her administrative and teaching experiences (undergraduate and graduate) span several areas including: student development & retention initiatives; campus programming, leadership development; student affairs

administration; budgeting; diversity awareness; assessment and accreditation; financial aid and admissions; and collaboration with faculty. She has worked at private, religious, mid-size, public liberal arts and R1 institutions.

Kay received her Bachelor of Science degree in Political Science from Carson-Newman University and her Master of Science in College Student Personnel from the University of Tennessee. In 2012, she earned her Ed.D. in Curriculum and Instruction from the University of South Carolina with a mixed methods dissertation on the influence of social and cultural capital on student persistence. She has published in peer reviewed journals and her current research agenda focuses on social networks in Italy and the application of social capital theory on student persistence.



Rushondra Janeé James, PhD is a native of Orangeburg, South Carolina. She graduated Magna Cum Laude from Howard University with a Bachelor of Arts Degree in Broadcast Journalism. After graduating from Howard, she furthered her studies at the University of South Carolina and earned a Master of Social Work Degree. Most recently, defended her dissertation earning her PhD in educational leadership and policy studies from the University of South Carolina's College of Education. Her research interests center around the intersections of women and higher education leadership. Her dissertation research studied the lived experiences of 11 Black

women presidents of 4-year colleges and universities.

Dr. James is currently employed by the University of South Carolina as an Assistant Dean in the College of Information and Communications and is the 2022-2023 president-elect of the University's Staff Senate.

Session Summary: What's in your wallet? This session will explain how social capital theory and the concepts of networking, trust and reciprocity along with sponsorship benefit minority women in the career planning process. At the end of the session, participants will have created a networking and career plan based on the components introduced.

Nathan Strong

Meaning at Work-A Generational Perspective



Nathan Strong serves as the Director of Organizational and Professional Development at the University of South Carolina. He has over 35 years of experience in the fields of organizational development and performance improvement. His primary areas of focus are organizational assessment, supervisory and management development, process improvement, and individual and group performance enhancement.

At UofSC, he facilitates the Pipeline for Academy Leadership (PAL) program, oversees the university's staff professional development and training operations, and leads organizational development activities across the Columbia campus.

Nathan also consults with government and non-profit organizations to identify work climate and employee engagement issues and develop strategies to enhance both employee performance and satisfaction. He also facilitates organizational planning efforts and provides leadership, conflict resolution and team development training.

His favorite saying is: "Ideas compete, people collaborate."

Session Summary: The ongoing COVID-19 pandemic has affected every aspect of our lives. Not surprisingly, the adjustments made to how work is being performed and the meaning that people are drawing from their work is under increased scrutiny. Recent research indicates that there are both some predictable and some surprising findings when these issues are viewed through generational lenses. This session will explore some of the most significant discoveries and their implications for the multi-generational workforce moving forward.

Andrea Hickerson
Visual Misinformation and Social Media



Dr. Andrea Hickerson is a Professor, the Director of the School of Journalism and Mass Communications, and an Associate Dean in the College of Information and Communications at the University of South Carolina. She conducts research on journalism routines with an emphasis on technology use. She is part of an interdisciplinary team building a deepfake video detection tool for journalists that has received support from the National Science Foundation and the Knight Foundation.

Session Summary: Deepfake videos generated by artificial intelligence are getting easier to make and harder to detect. The circulation of deepfakes contributes to misinformation and undermines trust in news, which negatively impacts the circulation of important public policy information the public ought to know. This presentation describes the development of deepfakes with emphasis on how they can circulate social media and target women.

Dawn Campbell
Women Leadership and Social Policy



Dr. Dawn Campbell is a faculty member in the Women's and Gender Studies Program at the University of South Carolina. Her research interests and areas of expertise include women in leadership and gender representation across media and industry, specifically examining the impact of social movements and cultural norms. She designs, develops, and teaches online and classroom curricula that centers women and girls. She also serves as internship coordinator and textbook editor for the Women's and Gender Studies Program. Dr. Campbell co-chairs the Leadership and Professional Development Sub-Committee within the University's Provost Advisory Committee for Women's Initiatives. This committee plans, organizes, and leads events and workshops

that highlight and advance women's leadership.

Session Description: Many socio-cultural-historical factors have contributed to women's participation in the labor force, including demands of war, changing gender roles, reproductive rights, and higher education. While progress has been made in many areas of women's lives, gender inequality in the workforce continues to present obstacles. The COVID-19 pandemic has made gender inequality more visible, as 2.3 million women have left the U.S. workforce, primarily to provide (unpaid) care work. Minority women have been disproportionately impacted. Exposure of these inequities provides opportunities to implement legislation and workplace policies that protect all women from discriminatory practices.

Marguerite O'Brien

Compassionate Respite: creating space to fill your spirit



Marguerite Ippolito O'Brien serves as the Director of Wellness, Prevention & Advocacy Services at the University of South Carolina Columbia campus. She has been a long-serving member of the Provost's Advisory Committee on Women's Issues and has happily helped plan the WLI for several years.

Along with several powerful female colleagues, Marguerite developed the Resiliency Project, a series designed to help enhance and build resiliency skills in students, faculty and staff. Marguerite often presents on stress management, work/life harmony, mindfulness and meditation. She is trained in

Mindfulness Based Stress Reduction (MBSR) and is a certified True Colors facilitator. A certified personal trainer, Yoga and fitness instructor, Marguerite often leads meditation and stretching sessions on campus. In her free time, Marguerite enjoys reading, travel, exercising, practicing Yoga and a nice glass of wine.

Session Description: Has the concept of time seemed more relative than ever lately? Have you felt wearier and more burdened than usual? If so, you're not alone. Join me for a session to explore the challenges of giving to others while maintaining inner peace. We'll explore ways to set boundaries and fill ourselves back up when we feel depleted. Leaning into the work of Dr. Kristin Neff, we will learn how to be fiercely and unapologetically compassionate with ourselves.

Nancy Uriegas, Samantha Udeagha, Margaret Carson, Zo Sediqi and Ashley Dantzler

Graduate Student Panel

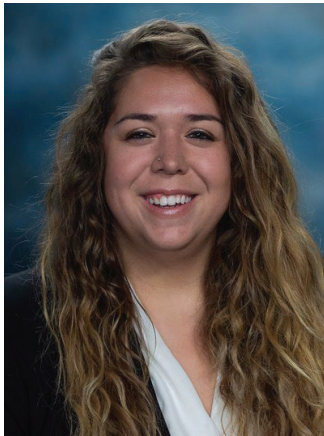


Nancy Uriegas currently pursuing a PhD in Exercise Science at the University of South Carolina (UofSC) within the Arnold School of Public Health (ASPH). She completed her BS in Athletic Training at the University of Texas in 2015 and her MS in Advanced Athletic Training at UofSC in 2019. Nancy serves as a doctoral research and teaching assistant primarily in the athletic training programs and focuses her research on eating disorders, energy availability, mental health, and thermoregulation in physically active populations. She continues to work clinically as an athletic trainer with the Carolina Band, UofSC Athletics, and local schools PRN. Nancy currently serves

as the President of the ASPH Dean's Student Advisory Council and the ASPH Diversity, Equity, and Inclusion Student Committee. She is a scholar in the Grace Jordan McFadden Professors Program, a member of the Association of Schools and Programs of Public Health 2021 Student

Leadership Institute Cohort. Nancy has been selected as a 2022 Rising Graduate Scholar through Diverse: Issues in Higher Education and a 2021 SEC Emerging Scholar. In the future, Nancy hopes to pursue a position in academia and inspire other minority women in athletic training.

Samantha Udeagha is a Teaching and Learning PhD student here at the University of South Carolina. She is also a mentor to undergraduate students while they are completing their internships. Samantha has been teaching undergraduates and K-12 students for almost 10 years. She is also Secretary of Student Engagement for the GSA. She is dedicated to raising up others especially other women trying to be successful. Samantha is a wife and mother of 2 boys ages 2 and 5.



Margaret Carson is a Ph.D. candidate in Environmental Health Sciences at the University of South Carolina in the Arnold School of Public Health. Her research uses mixed-methods approaches to integrate water quality, toxicology, and harmful algal bloom data with, environmental health communication, and community engagement. She works as a graduate research assistant in the chemistry and community engagement cores for the NIH/NIEHS-funded Oceans and Human Health Center for Climate Change Interactions (OHHC2I). Margaret is a registered Ohkay Owingeh tribal member and an American Indian Graduate Center Science Post Graduate Scholar. She is also a Southern Regional Education Board Dissertation Fellow and was recently named a Southeastern Conference Emerging Scholar in

2021. She is the Graduate Council Representative on the Graduate Student Association's executive board and the immediate past president. Additional University service this year involves the UofSC Athletics Advisory Committee, Mental Health Council, and President's Council on Sustainability. At the College level she serves on the Arnold School of Public Health Dean's Student Advisory Council and the ASPH Evaluation Committee. She earned a Master of Public Health in 2017 from the University of South Carolina, in the Department of Health Promotion, Education, and Behavior, and a Bachelors of Science in Psychology from Presbyterian College located in Clinton, SC.

Zo Sediqi is the Manager of Mentoring and Student Experiences at the Career Center and a PhD student in the Higher Education Administration Program at UofSC. As a Fulbright fellow, she completed her masters at Higher Education and Student Affairs at Western Michigan University. Zo used to work as a Faculty in Afghanistan higher education institutions. She empowered women to be financially independent and connected to the larger world through education. Her research interest intersects around diversity, equity, inclusion, and social capital.



Ashley Dantzler is responsible for executing complex administrative support functions for and on behalf of the Executive Vice President for Academic Affairs and Provost. She is also responsible for scheduling appointments with the Provost. Ashley has been working at the university since 2011. She is currently pursuing a Doctor of Philosophy, Education Administration in Higher Education, at the University of South Carolina.

Session Description:

Graduate students undertake a variety of roles contributing to cutting-edge research, teaching classes, conducting labs while navigating through graduate school as students themselves. The graduate students on the panel represent a diverse group who will share their graduate school experiences, challenges, and graduate school advocacy initiatives.

Keynote Speaker

Carolina Pine Consulting

Location: Russell House Ballroom



Julie Beck, Carolina Pine Consulting

Julie's 25- year career as a higher education professional includes serving as a resident advisor, student activities director, student leadership advisor and adjunct faculty member. She also serves as a chamber of commerce executive where she works with business professionals, tourism directors, civic leaders, elected officials and military personnel. Through her interactions with students and professionals, she has gained valuable leadership skills including effective communication, decision-making, motivation, creativity and positivity.

Her experience as a student activities director led her to become involved in event planning. She has served as the chairperson of the North Carolina Pickle Festival for twenty-four years. Her event planning expertise is enhanced from 15 years of serving on the three state-organized festival board of directors. Throughout her professional career, she has worked with non-profit organizations, educational institutions and media organizations. She loves encouraging others to try new things, meet new people, overcome challenges and have fun in life. She shares her stories through presentations, keynote speeches and travel columns.



Dr. Shelly Hinson, Carolina Pine Consulting

Shelly's 30 year career as a higher education professional has included serving as a college instructor, a career counselor, and an administrator in various student support services, such as, student leadership development, academic advising, residence life, and academic enrichment. Through her leadership positions, she has learned the value of teamwork and collaboration, proactive planning, and strong interpersonal communication skills.

Teaching is in Shelly's blood. Literally! She comes from a long line of educators and counselors who value personal growth and the right to education for all. As a student-centered instructor she has taught both face-to-face and online courses for diverse student populations including traditional freshmen, graduate students and military-affiliated

students. She has been able to teach in all areas related to her educational background including recreation, sport leadership and tourism management, college student development, first-year student transition issues and adult education.

Throughout her career she has been involved with planning and implementing large events and programs. This work has challenged her to collaborate with a variety of constituents and lead peers towards a common goal. It has also honed her attention-to-detail and ability to create effective systems and processes. While event and program planning is very rewarding to her it is second to the advising and mentoring experiences she has had working with individual students.



Diane Reed, Carolina Pine Consulting

Diane's 29-year career in higher education started in TRIO Programs assisting adults of all ages with college admissions applications, financial aid advising, career counseling and academic advising. To this day it's been one of her favorite jobs in her career - helping low-income and first-generation college students with their dreams of obtaining a degree. Eventually this experience led her to 20 years in Career Services at the University of North Carolina Wilmington as the Assistant Director, and now coordinating the e-Academy program for New Hanover County Schools.

Throughout her career, she's advised students on majors and careers, taught freshmen in First Year Seminar (and still teaching), planned small and large group events, presented to students, faculty, parents and board of trustees, and ran major campus-wide programs, including Move-In and Taking Flight, a senior capstone program. These experiences enhanced her skills in career coaching, strategic planning, marketing, and collaboration with others, all while able to apply her creative energy. She has always been a quick learner and is able to break apart projects or big ideas into smaller details.

Diane believes that it's important to have hobbies and interests outside of work. For her, these include knitting (if you ever need a scarf, you know where to go), photography (DSReedphotography), and cooking. She lives with her husband, a 30+ year band teacher, two sons, one extra roommate, one dog, and now six cats. She wouldn't have it any other way.

Carolina Pine Consulting engages, educates and empowers individuals at all stages of life to live out their destiny. We focus on personal and professional career, leadership and life skill development. We help individuals live the life of their dreams.

Sponsored by USC's College of Information and Communications

Session 2

Dr. Tondaleya G. Jackson

How to Make an Impression in the Virtual World



Tondaleya Green Jackson, EdD, is Director of the Voorhees Center of Excellence for Educator Preparation and Innovation. In this capacity, she provides administrative leadership and guidance to the institution's newly minted center, serving certified educators and career changers seeking a teaching certification. Tondaleya is an alumnus of Benedict College, Charleston Southern University, and Morgan State University. In 2021, she completed Harvard's Women in Education Leadership

Program. Dr. Jackson is a former South Carolina middle and high-school classroom teacher with current South Carolina Department of Education certifications in English Language Arts, Secondary Administration, Supervision, and Online Teaching. She has served in various administrative capacities in the Division of Student Affairs and Academic Affairs. Her career experiences include the South Carolina Department of Education Office of Virtual Education, Western Governors University, and the University of Maryland. She recently served as Executive Director of Benedict College's Career Pathways Initiative and Service-Learning Program, implementing multiple funded projects and initiatives with campus and community-wide impact. Dr. Jackson has served on numerous school and community boards, professional and civic organizations. Her professional presentations include educational leadership, management, administration, online learning, career readiness, experiential learning, servant leadership, and civic engagement. Her research focuses on community colleges, adult learners, and transfer students at historically black colleges and universities.

Session Summary: The world of work is more efficiently homing in on the convenience of using web-based collaboration tools for workplace productivity and continuity. While the new standard will come with some uncertainties, one thing we know for sure is that video collaborations and presentations are here to stay. In the early pandemic days, you may have gotten by with a few virtual calls and awkward moments. If you are one of the rare few who have managed to avoid leading, coordinating, or implementing a virtual experience, chances are likely you'll soon be called upon to do so. During this session, I'll share a few tips. Together, we'll explore a few strategies to make a lasting impression in the virtual world.

Shelley Dempsey, Ph.D.

Use your “imperfections” to help others through prosocial behavior



Dr. Shelley Dempsey is the inaugural Director of the Office of On Your Time Initiatives (OYT) in the Office of the Provost at the University of South Carolina. OYT is uniquely positioned at UofSC to initiate and coordinate efforts to help students catch up, get ahead, and stay on track for graduation.

More than 20 years of experience at UofSC have provided her the opportunity to work in a variety of offices including Student Affairs, the Moore School of Business, the Alumni Association, and, currently, the Office of the Provost. In addition, she is the inaugural president of the University of South Carolina Staff Senate and enjoys teaching in the University's College of Education.

Dr. Dempsey completed her Ph.D. in Education Leadership and Policy at the University of South Carolina, with research on prosocial behaviors, civility, and work engagement.

She is a graduate of Wofford College (Go, Terriers!) and also holds two master's degrees from UofSC: a Master of Education (MEd) in Higher Education Administration and a Master of Business Administration (MBA) from the Moore School.

Session Summary: Research shows that women are more likely to be prosocial in most industries and environments. They exhibit empathy, concern for others, and concern for the well-being of the community beyond themselves.

While we know these aren't "imperfections", they can be viewed as weaknesses. AND, these characteristics begin to surface from a young age – causing girls to move away from competitive sports toward more collaborative activities.

Come learn how your perceived weaknesses might actually be strengths that can build a more engaged workplace with higher production, happier employees, and more workplace civility. It's not weak to help other women, and it doesn't mean you're strong if you don't make room for other women at the table.

Sandra J. Kelly, Ph.D.
Happiness: Theory and Practice



Dr. Kelly has oversight of general education requirements, undergraduate academic initiatives within and beyond the classroom, educational outreach, and international learning. She leads the American Talent Initiative at the University of South Carolina, aimed at graduating more students from low-income backgrounds, and co-sponsors the university-wide initiative to increase engagement of students that typically do not engage at high levels such as students from under-represented groups and transfer students. Global Carolina (comprised of the Education Abroad Office, English Programs for Internationals, and International Student Services), Continuing Education and Conferences, the Center for Teaching Excellence, the Center for Integrative and Experiential Learning, the Office of On Your Time, the McNair Center Institute for Entrepreneurism and Free

Enterprise, and the University Advising Center directly report to her. Dr. Kelly shares oversight with the Associate Vice President for Student Housing and Sustainability of seven Faculty Principals and their living-learning communities.

Dr. Kelly has been the recipient of numerous awards for teaching, mentoring and research, including being awarded the Carolina Trustee Professorship for very strong contributions across research, teaching, and service domains. 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. This research has been funded by federal agencies and foundations including over 20 years of funding from National Institutes of Health, March of Dimes, and National Science Foundation as principal investigator.

Dr. Kelly has taught a wide variety of courses ranging from large introductory psychology courses to small advanced graduate seminars in neuroscience. Her extensive service to the university includes being Chair of the Faculty Senate, serving on the University Committee on Tenure and Promotion, and serving as an Associate Dean in the South Carolina Honors College.

Session Summary: This presentation will begin with a discussion of definitions of happiness with a focus on individual, developmental, and cultural differences in definitions and views of happiness. Both psychological and neuroscience research on happiness will be discussed with an emphasis on practical applications of the research findings to your life. The presentation will be a mix of lecture by Dr. Kelly, small group discussion, and individual exercises

Carolina Pine

The Pearl: Grit & Grace in the Face of Career Challenges



Julie Beck, Carolina Pine Consulting

Julie's 25- year career as a higher education professional includes serving as a resident advisor, student activities director, student leadership advisor and adjunct faculty member. She also serves as a chamber of commerce executive where she works with business professionals, tourism directors, civic leaders, elected officials and military personnel. Through her interactions with students and professionals, she has gained valuable leadership skills including effective communication, decision-making, motivation, creativity and positivity.

Her experience as a student activities director led her to become involved in event planning. She has served as the chairperson of the North Carolina Pickle Festival for twenty-four years. Her event planning expertise is enhanced from 15 years of serving on the three state-organized festival board of directors. Throughout her professional career, she has worked with non-profit organizations, educational institutions and media organizations. She loves encouraging others to try new things, meet new people, overcome challenges and have fun in life. She shares her stories through presentations, keynote speeches and travel columns.



Dr. Shelly Hinson, Carolina Pine Consulting

Shelly's 30 year career as a higher education professional has included serving as a college instructor, a career counselor, and an administrator in various student support services, such as, student leadership development, academic advising, residence life, and academic enrichment. Through her leadership positions, she has learned the value of teamwork and collaboration, proactive planning, and strong interpersonal communication skills.

Teaching is in Shelly's blood. Literally! She comes from a long line of educators and counselors who value personal growth and the right to education for all. As a

student-centered instructor she has taught both face-to-face and online courses for diverse student populations including traditional freshmen, graduate students and military-affiliated students. She has been able to teach in all areas related to her educational background including recreation, sport leadership and tourism management, college student development, first-year student transition issues and adult education.

Throughout her career she has been involved with planning and implementing large events and programs. This work has challenged her to collaborate with a variety of constituents and lead peers towards a common goal. It has also honed her attention-to-detail and ability to create effective systems and processes. While event and program planning is very rewarding to her it is second to the advising and mentoring experiences she has had working with individual students.

Diane Reed, Carolina Pine Consulting



Diane's 29-year career in higher education started in TRIO Programs assisting adults of all ages with college admissions applications, financial aid advising, career counseling and academic advising. To this day it's been one of her favorite jobs in her career - helping low-income and first-generation college students with their dreams of obtaining a degree. Eventually this experience led her to 20 years in Career Services at the University of North Carolina Wilmington as the Assistant Director, and now coordinating the e-Academy program for New Hanover County Schools.

Throughout her career, she's advised students on majors and careers, taught freshmen in First Year Seminar (and still teaching), planned small and large group events, presented to students, faculty, parents and board of trustees, and ran major campus-wide programs, including Move-In and Taking Flight, a senior capstone program. These experiences enhanced her skills in career coaching, strategic planning, marketing, and collaboration with others, all while able to apply her creative energy. She has always been a quick learner and is able to break apart projects or big ideas into smaller details.

Diane believes that it's important to have hobbies and interests outside of work. For her, these include knitting (if you ever need a scarf, you know where to go), photography (DSReedphotography), and cooking. She lives with her husband, a 30+ year band teacher, two sons, one extra roommate, one dog, and now six cats. She wouldn't have it any other way.

Session Summary: Like the piece of grit that becomes a pearl, wisdom, sense of self, and clarity of purpose can arise from years of tackling tough career and life situations. The key is to face these challenges with grit and grace. Maya Angelou wrote, "As you grow older, you will discover that you have two hands, one for helping yourself, the other for helping others." We call the hand used for helping oneself, grit; the one for helping others, grace. Join this session as we explore grit, the passion and perseverance to thrive, and grace, the act of empathy, compassion, and forgiveness. Personal stories, opportunities for discussion and self-reflection, and current research will be used to uncover ways we use grit and grace to thrive at work.

LaQuana Sheppard

Mental Health in College Students



LaQuana Sheppard, LMSW, is an affirming therapist and Mindfulness and Resilience Program Facilitator for Mental Health Initiatives at The University of South Carolina. LaQuana has received a Masters of Social Work from Springfield College. She also holds a Bachelor of Science in Social Work with a minor in sociology from Southern Connecticut State University. LaQuana facilitates the Introduction to Mindfulness workshop on campus and piloted the Mindful 30 mindfulness "pop-up" program initiative, where she facilitated mindfulness activities and meditations for stress care across campus. LaQuana has also lead several

healing spaces and workshop series to include Self Care Sunday Healing Space: A mutual aide support group for stress care sponsored by Hearing Youth Voices in New London, CT, The Resilience Room sponsored by The Cultural Coalition of Southeastern and Northeastern Connecticut. She runs an Instagram account called @Altertherapy dedicated to mindfulness tips and mental health practice tools and reflections. Laquana will highlight the topic of mental health in college students.

Session Summary: This presentation will define mental health, explore current research trends around college mental health, common mental health signs and symptoms in college students, reasons for increase in student mental health, highlight stigma in mental health and current trends that are helping to demystify mental health, support and prevention strategies, results if student's mental health goes untreated, as well as a list of ways to practice stress care as a student.

Aditi Srivastav Bussells

Leadership in a Local Landscape



Dr. Aditi Srivastav Bussells is a public health researcher who has dedicated her career to improving programs, systems, and policies that directly impact children's health and well-being. She specializes in the topics of adverse childhood experiences (also known as childhood trauma), risk behavior prevention, health communication, and community resilience.

Born to immigrant parents from India, Dr. Bussells learned at a very young age, the importance of hard work and ensuring that everyone, regardless of their background, has access to opportunities. It was the discrimination that her family faced during 9/11, that inspired her to pursue a career in public health.

Dr. Bussells has vast experience working with the government and non-profit sectors. As the Director of Research at the Children's Trust of South Carolina, she led the South Carolina Adverse Childhood Experiences Initiative and KIDS COUNT South Carolina. Through these initiatives, she helped communities across South Carolina build the capacity to make data-driven decisions that benefit the health and well-being of all kids.

Currently, Dr. Bussells is working as a Senior Consultant on the federal health team at Deloitte. In this role, she works with various federal health agencies to optimize how they serve children and families. She also serves as Affiliate Faculty in the Department of Health Promotion, Education and Behavior at the University of South Carolina, teaching undergraduate public health classes.

Dr. Bussells received her Ph.D. at the University of South Carolina as a Doris Duke Foundation Fellow. She holds a master's degree in public health from George Washington University and a bachelor's degree in American government from the University of Virginia. In 2020, Dr. Bussells was awarded the Columbia Business Monthly's 30 under 35 Best and Brightest and the Hon. Jim Clyburn's Emerging Leader in Health Equity Research Award for her work.

Dr. Bussells has always been deeply involved in the community. She was a founding partner of Resilient Richland, a county-wide initiative focused on preventing childhood trauma through training, partnership, and community engagement. She also served on the City of Columbia's Complete Count Committee for the 2020 Census. She is a graduate of the 2021 class of Leadership Columbia and is currently a board member of Columbia Opportunity Resource.

Dr. Bussells ran for the at-large seat with the vision that Columbia can be a real destination for families to live, work, and play. By tackling the root cause of crime, bringing more family-supporting jobs to the city, and improving the city's infrastructure, Dr. Bussells believes that Columbia can be more prosperous, vibrant, and equitable. Her victory was historic, making her the first South Asian American woman to be elected to Columbia City Council and receiving the most votes out of any candidate running in the 2021 city council election cycle.

Session Summary: The objective of this session would be focused on identifying how women can serve as leaders within their local communities and how they have taken steps to have their voices heard. This could also include a discussion on any major transformations (personal or professional) they felt necessary or that they encountered as they became a voice within their community or profession.

Session 3

Mary Alexander

Navigating Higher Education: Women in Leadership



Mary Alexander manages the division's \$45 million budget, oversees the human resources functions for the division, and directs Community Engagement and the university calendaring office. She has budgetary oversight for all UofSC Columbia academic units and provides guidance on operational issues that are elevated to the Office of Academic Affairs. Additional responsibilities include managing the faculty outside professional activities reporting process, academic blueprints and strategic planning, and internal grant administration.

Mary Alexander has served as the chair of the UofSC's Women's Leadership Institute (WLI) since 2010. Recently the WLI was recognized with the national leadership award

for the Advancement of Women in Higher Education from the American Council on Education. At UofSC she also serves as the chair of the Classroom Enhancements Committee, a member of the Provost Advisory Committee on Women's Initiatives, a member of the space and needs committee, a member of capital planning committee, an ex-officio member of Faculty Senate budget committee and is the University's Emergency Management Situation Unit Leader. Alexander is an executive board member for Women in Philanthropy (an affinity group of United Way) and vice-chair of the CARO credit union board. She also serves as an executive board member and institutional representative for South Carolina Women in Higher Education.

Session Summary: Women consist of half of today's workforce but are meagerly represented in the leadership positions within the higher education sector. In 1986, the American Council on Education performed a study on the typical campus administrator. They found the average college president was a white man in his late 50's, held a doctorate in education, and served as president for approximately six years. Thirty-five years later, not much has changed except the average age has increased by ten years. In 2018, women earned approximately 53.5% of the Ph.D.'s in the United States; however, they make up only 30% of the academy's presidents. Participants can expect to leave this session with specific strategies to overcome the gendered barriers within higher education to obtain a leadership position within the academy.

Alexandra Weaver and Katherine Hilson

Combating Imposter Syndrome and the Myth of Superwoman



Alexandra Weaver currently serves as the Compliance Specialist in the Office of Academic Programs at UofSC. She earned her B.A from Elon University, her Master's in Higher Education Administration, and an Ed.S. in Counseling from the University of South Carolina. Her professional background includes experience in enrollment management, academic advising, and counseling. She is a current doctoral student in Educational Psychology and Research at UofSC and serves as an adjunct faculty member teaching EDPY 401 for the Department of Educational Studies. She has been awarded a 2021-2022 SPARC Grant, which will fund her dissertation research on the self-efficacy rates of bereaved students and their implications for retention.

Katherine Hilson serves as the Assistant Director for Student Programs and Recruitment Support in the Office of Undergraduate Admissions at the University of South Carolina where she earned her Master's of Education in Higher Education and Student Affairs. She received her BS in Public Relations from Georgia Southern University. Outside of her position in enrollment management, Katherine has been heavily involved with organizations and committees across campus and in the Columbia community. She currently serves as a Staff Senator for the Division of Student Affairs and Academic Support.



Session Summary: We will examine the phenomenon of “Imposter Syndrome,” especially its professional implications for Millennial women and Gen Z undergraduate students. We will review ways we can support female colleagues and students through challenges they may face in building their confidence and advocating for themselves. We will identify and discuss specific strategies for combating Imposter Syndrome. We will discuss what it means to have a powerful mentoring relationship, review the research that supports female mentor/mentee relationships, and connect mentorship to combating Imposter Syndrome. Finally, participants can expect to leave with strategies to implement in their professional relationships with female colleagues, supervisors, and students.

Kim Pruitt

The Power of No: Setting Boundaries



Kim Pruitt is the Assistant Director for Organizational Development in the Division of Human Resources at the University of South Carolina. She is passionate about helping people do better business through people and creating happy (engaged) and healthy (thriving) organizations through OD efforts. Her over 25 years of private, public, and executive-level experience enables her think critically about business challenges, develop key relationships and partnerships, and implement strategic solutions. Kim is currently responsible for preparing UofSC's leaders through the LEAD Management and Emerging Leader (ELP) development programs. She also provides individual and group consultations and workshops on team effectiveness, Lean process improvement, navigating organizational change, and business-critical planning and analysis. She is a proud Seahawk from the University of North Carolina at Wilmington and now honored to be a Gamecock.

Session Summary: “Daring to set boundaries is about having the courage to love ourselves, even when we risk disappointing others.” Brené Brown, PhD. Every day we make choices - how we prioritize our time, protect our energy, focus on our wellness, and which relationships we want to preserve. Saying yes to one choice, may mean saying no to another. How do you choose? How do you courageously defend your choice? In this session we will explore types of boundaries. Examine which boundaries and facets are most important to you. Then discuss how to clearly communicate your boundaries to others.

Ann Warner

Current Challenges and Opportunities in Building a Movement for Gender Justice in the South



Ann Warner is the Chief Executive Officer of the Women's Rights and Empowerment Network (WREN), a nonpartisan, nonprofit organization based in South Carolina. Ann became the inaugural CEO of WREN in 2015 and has led the organization to become the leading gender justice advocacy organization in South Carolina and one of the leading organizations of its kind in the nation. WREN has led groundbreaking policy change, the mobilization of a grassroots network of more than 40,000, and the development of new research and evidence-based solutions to facilitate gender justice in the South. Ann has more than twenty years of experience advocating for the

health, safety, education, economic well-being, and human rights of women and girls in the South and around the world. Before becoming the CEO of WREN, Ann led global research and advocacy initiatives with the International Center for Research on Women (ICRW) in Washington DC. She was the Co-Chair of the US national chapter of Girls Not Brides: Global Partnership to End Child Marriage. Ann conducted field research on violence against women and girls in the West African nation of Liberia in collaboration with the International Rescue Committee. She has also worked to build support for CARE USA, an international relief and development organization, and AID Atlanta, an HIV/AIDS service and education organization in Atlanta, GA. Ann has a joint Master of International Affairs and Master of Public Health from Columbia University and a Bachelor of Arts in English from Wellesley College. Ann is a graduate of the Riley Institute's Diversity Leaders Initiative. She serves on the board of South Carolina's state non-profit association TogetherSC, and is on advisory councils for the Nurse Family Partnership and The Hive Community Circle. Ann was voted South Carolina "Woman of the Year" by Emerge South Carolina in 2020. She lives with her husband and two sons in Columbia, South Carolina.

Val Littlefield, Ph.D.

101 Women Who Shaped South Carolina



Valinda W. Littlefield is an associate professor of history and the director of African American studies at the University of South Carolina. She is a coeditor of *South Carolina Women: Their Lives and Times* and a contributor to *Becoming Southern Writers: Essays in honor of Charles Joyner* and *The Routledge History of the American South*.

Michelle L. Bryan is Associate Professor of Educational Foundations and Inquiry and Associate Dean for Diversity, Equity, and Inclusion in the College of Education. Bryan earned her Ph.D. in Culture, Curriculum, and Change at the University of North Carolina at Chapel Hill. A sociologist of education and qualitative methodologist by training, her research focuses on issues in the field that illuminate the complex intersections of race, culture, class, gender, sexuality, and other socio-demographic factors within educational settings, as well as within educational program evaluation.

Bryan teaches introductory and advanced qualitative research methods courses, as well as Foundations of Education courses that specifically explore the role of race and racism in educational settings. She has been an invited speaker and trainer at both national and



international gatherings of education scholars and evaluators. Currently, she is co-chair of USC's Council of Academic Diversity Officers.

If you would like to order the book before, or after, the session we are offering 20% off the hardcover and paperback of *101 Women Who Shaped South Carolina*. Valid from 4/18/22 – 5/31/22. The code is **J101W** and the website link is: <https://uscpress.com/101-Women-Who-Shaped-South-Carolina>

Session Summary: Hear from the author of this outstanding book and learn how 101 women shaped South Carolina. In the history classroom, we often hear the tales of male historical figures and how they shaped our society, and the history of South Carolina is no different. In this refreshing presentation, pulling from many entries of The South Carolina Encyclopedia, a history of South Carolina is presented through the brief biographies of the women that shaped the state. Women from all walks of life are represented, and several new entries were incorporated in this volume to increase the thoroughness of coverage within. Valinda Littlefield's experience working with publications that focus on women and the American South shines clearly in this neatly presented work that covers the shining achievements of the women of South Carolina.

Organized into six parts, *101 Women Who Shaped South Carolina* presents the female-focused history of the state through the lenses of their work - reformers, organizers, and leaders; writers, novelists, playwrights, and poets; artists, athletes, and entertainers; educators and activists; medical professionals; and legislators, jurists, and political activists. Each of the sections is preceded by a short introduction, which puts the women featured within into context with one another and provides a concise narrative of the impact women had in the particular featured area.

Entries in each section of *101 Women* are arranged chronologically, telling the story of women's impact on South Carolina in the order events occurred. Details about their parentage, schooling, and life circumstances are blended with accounts about the women's contributions to history. Women are mentioned outside of their own stories where they interact with other notable women, giving a wider picture of networks formed by these historical figures.

101 Women contains fifteen black-and-white illustrations of women featured within its pages, complete with captions that provide context to the historical moment captured. The text is neatly arranged in a way where entries can be distinguished from one another, and a clearly labeled table of contents at the start of the book provides the page on which each individual woman included in the volume can be found. At the conclusion of each entry, the author's by-line and their sources are listed.

While *101 Women* provides only short essays on each individual woman, the volume as a whole provides an exciting entry point for those interested in women's history. The entries found in the book cover a wide range of time and activities, making this an excellent resource for those looking for comprehensive coverage of how women were involved in making the history of South Carolina. *101 Women Who Shaped South Carolina* is suitable for a general readership. This work would find a welcome home in history collections available to both scholars and the public.

Toby Jenkins, Ph.D.
How to be Present in All Situations



Toby Jenkins is an Associate Professor of Higher Education and Director of the Museum of Education. She also serves as Interim Associate Dean of Diversity, Equity & Inclusion in the Graduate School. Her work focuses on the use of culture as a politic of social survival, a tool of social change, and a transformational space within educational settings. She is considered a national expert on cultural inclusion and belonging in higher education.

Jenkins has authored five books focused 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* 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* is an edited volume that explores the critical role of family and community in the lives of first generation college students. *The Open Mic Night: Campus Programs that Champion College Student Voice* was awarded a special recognition as the 2018 “Outstanding Edited Collection in Curriculum Studies” at the American Education Research Association’s (AERA) Annual Meeting.

Before becoming a professor, Jenkins spent 10 years working as an administrator in diversity, equity, and inclusion in higher education. She has worked at the University of Maryland, Penn State University, George Mason University, the University of Hawaii, and Georgia Southern University. Jenkins’ past professional experience as a student affairs staff member with Semester at Sea as well as her individual research projects and studies have taken her to over 30 countries including Greece, Spain, Norway, Italy, Morocco, Egypt, Russia, Belgium, Turkey, South Africa, Senegal, England, France, Costa Rica, Jamaica and Trinidad

Session Summary: The objective of this session will be to discuss how one can take time to focus on tasks or objectives that are personal or work-oriented. Challenges include balancing work life balance, guilt as it pertains to working or overworking, and advice on how to be present and to disperse feelings of guilt or doubt in times away from work or when work becomes a priority.

Thank You To Our Sponsors



Drs. Cooper & Cooper, DDS.

