April 23, 2018
7:45 AM to 5:00 PM
BEST WESTERN PLUS UNIVERSITY INN
MOSCOW, IDAHO

Sponsored by the University of Idaho Office of the President and
Washington State University Office of the President

CONFERENCE PROGRAM

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April 2018

Dear Conference Participants,

Welcome to the 2018 Women’s Leadership Conference. We are proud to co-sponsor this significant professional development opportunity, and we want to take this opportunity to again express our deep personal commitment to building a diverse and inclusive community for faculty, staff, and students at Washington State University and the University of Idaho.

It is gratifying to know that our goals for diversity and inclusion are shared by our neighboring institutions. We welcome the chance to strengthen our culture of opportunity across the region.

Our thanks go out to the WSU Women’s Center, Commission on the Status of Women, WSU ADVANCE, and U of I Women’s Center. The collaborative, sustained efforts of these organizations contribute invaluable resources, connections, and opportunities to our universities—not just for this conference—but throughout the year.

The theme of this year’s conference, “Lifting As We Climb,” is a timely topic. We view professional opportunity as a pipeline. We know that our working, learning, and living environments are best served when the contributions of all people are visible and valued. We look forward to seeing what feedback, practices, and strategies emerge from the conference that contribute to this goal.

Congratulations on getting involved and seizing the great opportunities these sessions offer. We have no doubt the conference will prove to be an invigorating, enriching experience.

Sincerely,

Kirk Schulz
President, Washington State University

Chuck Staben
President, University of Idaho
Conference Schedule At-a-Glance

7:45 – 8:30 a.m.  Conference Registration (West Lobby) and Coffee Social (University/Empire/Palouse)

8:30 – 8:45 a.m.  Opening Remarks - WLC Co-chairs (University/Empire/Palouse)
Welcome from UI President’s Office - President Chuck Staben
Introduction of Poet - Maria de Jesus Dixon
WSU Campus Civic Poet - Basheera Agyeman
Introduction of Speaker - Kelly Ward

8:45 — 9:45 a.m.  Keynote Address - Rebecca Miles (University/Empire/Palouse)

10:00 – 11:30 a.m.  Concurrent Workshops – Session I
Workshop: Lifting as We Climb (Gold)
Workshop: A Woman’s Movement in a Non-Binary World (Idaho)
Workshop: Negotiation Strategies (Silver)
Workshop: Equilibrium: Caring for Me + You (Washington)

11:45 a.m. – 12:15 p.m.  Lunch & Panel Discussion (University/Empire/Palouse)
Door Prizes - Casey St Clair
Remarks from WSU President’s Office - President Kirk Schulz

12:15 — 1:15 p.m.  Panel Discussion (University/Empire/Palouse)
Introduction of Panelists and Moderator: Maria de Jesus Dixon
Panelists - Betsy Cowles, Yolanda Bisbee, Mary Crowell, and Roberta Kramer

1:30 – 2:30 p.m.  Concurrent Workshops – Session II
Workshop: Redefining Community Building in Higher Ed (Gold)
Workshop: #MeToo & #TimesUp (Idaho)
Workshop: Gender and Leadership Style (Silver)
Workshop: Changing “Me” Language (Washington)

2:45 – 3:45 p.m.  Concurrent Workshops – Session III
Workshop: Let Passion Lead the Way (Gold)
Workshop: Leading by Quotes (Idaho)
Workshop: Self-Care: The underrated leadership skill (Silver)
Workshop: Raising Our Voices (Washington)

4:00 – 5:00 p.m.  Wrap Up Session with Action Plan (University/Empire/Palouse)
Door Prizes - Marcela Pattinson
Introduction of Facilitator - Lauren Wells
Action Plan Facilitation - Mary Jo Gonzales
Concluding Remarks and Final Door Prize - WLC Co-chairs
Concurrent Workshops Rooms

Session I – 10:00am – 11:30am

- **Gold Room:** Lifting As We Climb
  Presenter: Leanne Ralstin

- **Idaho Room:** A Women’s Movement in a Non-Binary World
  Presenter: Jennifer Tess Murray

- **Silver Room:** Negotiation Strategies & Considerations
  Presenters: Jenny LeBeau and Kelly Ward

- **Washington Room:** Equilibrium: Caring for Me + You
  Presenters: Ellen McKenzie, Amanda Myron, and Rula Awwad-Raferty

Session II – 1:30pm – 2:30pm

- **Gold Room:** Redefining Community Building in Higher Ed
  Presenters: Colleen Kerr, Melanie-Angela Neuilly, and Kelly Ward

- **Idaho Room:** #MeToo & #TimesUp
  Presenter: Amy Volz

- **Silver Room:** Gender and Leadership Style
  Presenters: Lysie Clott, Laurel Meyer, and Katie Dahlinger

- **Washington Room:** Changing “Me” Language
  Presenters: Bekah MillerMacPhee and Laura Holyoke

Session III – 2:45pm – 3:45pm

- **Gold Room:** Let Passion Lead the Way
  Presenter: Mary Jo Gonzales

- **Idaho Room:** Leading by the Quotes
  Presenters: Theresa Bolden, Sylvia Bullock and Chioma Heim

- **Silver Room:** Self-care: The underrated leadership skill
  Presenters: Emily Tuschhoff and Lysie Clott

- **Washington Room:** Raising Our Voices
  Presenters: Leeann Hunter
About The Conference

The Conference Theme

The theme for this year’s conference is *Lifting As We Climb*. This theme was inspired by the power of the collective, the strength of the individual, and the transformation that comes when we promote others’ successes while we strive toward our own. Women continue to use their collective voice to call for change. Doing so in an effective manner requires a deep commitment to inclusivity. Our theme this year is an invitation and reminder to honor those who have lent us a hand while we extend our own to others. This conference will explore the connections that women make to build stronger and more inclusive communities and networks as well as the pathways that can be used to promote sustaining positive change.

We recognize that *Lifting As We Climb* necessitates a balance between supporting your community and supporting yourself. With that in mind, we invite proposals for workshops/presentations focused within two subthemes — *Building Community* and *Maintaining Self*. We welcome proposal for presentations and/or workshops central to those concepts including topics such as: intersectionality, women’s leadership, effective communication strategies, dealing with workplace conflict, imposter syndrome, aiding universal design, navigating social media, self-care, bringing your whole self to the table, and resiliency.

Conference Attendee Expectations

- Please wear your name badge! It acts as your ticket into all sessions, the luncheon, and the evening.
- Please silence cell phones and digital devices, so sounds do not interrupt presenters or distract other attendees.
- Please ensure you arrive before sessions start and be prepared to stay until they have concluded.
- Introduce yourself to others and network to make lasting connections.

Conference Planning Committee

Alexis Moldenhauer, Amanda Beardslee (co-chair), Amberly Beckman, Amy Sharp (co-chair), Ana Maria Rodriguez-Vivaldi, Anika Van Deen, Ashley Moorehouse, Casey St. Clair, Chloe Rambo, Cheryl Rose, Dana Colwell, Katherine Cross, Katie Cooper (co-chair), Katie Noble, Kelly Ward, Kristopher Alina, Laura Lavine, Lauren Wells, Jennifer LeBeau, Lindsay Lightner, Lodi Price, Lysa Salsbury, Maria de Jesus Dixon, Marcela Pattinson, Masha Gartstein, and Suzanne Hamada.

The co-chairs extend their deepest gratitude and appreciation to the planning committee and volunteers for an incredibly fun and rewarding planning experience.

Conference Sponsors

Primary Sponsors – Washington State University President’s Office & University of Idaho President’s Office
Other Sponsors – ADVANCE at WSU, WSU President’s Commission on the Status of Women
Door Prize Donors – Barbara Aston, Bertie’s Gift Shop, Celeste Estrada, Faith Price, Kelly Ward, Marcela Pattinson, Cheryl Rose, Schweitzer Engineering Laboratories, and Wild At Art.

Thank you for supporting the Women’s Leadership Conference!

Conference App

We are paperless! Use our conference app!
- To get the app, download the HelloCrowd app on your smart mobile device (available for both iOS and Android phones).
- Then search for “WSU-UI Women’s Leadership Conference”.
- Click on the event and “add event”.

Please download the app before the conference. On this app, you will find the agenda, speaker information, and ways to connect with fellow conference attendees. We will also be using the app to collect feedback on the event (under the “Event Feedback” section), so please download and connect with us on the conference app! If you would like a paper program, we recommend downloading and printing this program.
Conference Speakers

**Basheera Agyeman**

Basheera Agyeman is a Ghanaian-American Muslim student. She is a senior at Washington State University double majoring in Comparative Ethnic Studies and French. This past winter, Basheera was named WSU’s first Campus Civic Poet, a collaboration between the English Department and the MLK Program. In addition to performing spoken word and engaging in activism, Basheera is a student mentor for the African American Student Center as well as President of the National Pan-Hellenic Council, WSU chapter. After graduation she is looking forward to pursuing her dreams of becoming a writer, scholar and an educator. She also hopes to continue engaging in movements against social injustice.

**Yolanda Bisbee**

Yolanda Bisbee is an enrolled Nez Perce Tribal member and has a rich Hispanic background. Bisbee has thirty years of work experience at the University of Idaho. She has completed her Master’s in Higher Education Leadership and a Doctorate in Education from the University of Idaho.

Yolanda has directed the University of Idaho College Assistance Migrant Program (CAMP) for 16 years, which is a federally funded project that provides scholarship and support service to U of I Freshman who are from seasonal farm work backgrounds. She also worked as an Upward Bound Coordinator providing academic support services to Native high school youth from the Coeur d’Alene and Nez Perce reservations.

Yolanda serves in two roles at the University of Idaho. She serves at the Executive Director of Tribal Relations for where she provides counsel to the president, provost and administration regarding Native American/Indigenous national and local issues for strategic planning and policy development; works on program development, implementation and evaluation of tribal related activities that further the university’s strategic action plan goals; serves as the point of contact for Indigenous issues; and develops educational materials and protocols regarding tribal/university issues.

Yolanda also serves as the Chief Diversity Officer where she responsible for promoting, and facilitating the achievement of University’s diversity goals. She provides Leadership and administrative oversight to the Office of Equity and Diversity which includes the Office of Multicultural Affairs, the Women’s Center, the Office of LGBTQ+ Affairs, the College Assistance Migrant Program, and the Native American Student Center. Yolanda serves as a member of the President’s Cabinet, and Provost Council.

Yolanda is a former first generation participant of the University of Idaho Upward Bound Program and is very knowledgeable of the barriers facing multicultural students at the secondary and post-secondary levels. Her background in student support services has contributed to her experience in developing culturally responsive recruitment and retention practices that benefit Native and Latino students.
Betsy Cowles

As Chairman of Cowles Company, Betsy Cowles oversees the broadcasting, insurance and real estate divisions of the company. Cowles Company is a fourth generation family-owned media, forest products, real estate and insurance company headquartered in Spokane. The company owns network television stations in Washington and Montana. The insurance agency serves the Pacific Northwest and several mid-west states. The real estate division includes River Park Square and the M (a retail development in downtown Spokane), office buildings and other land and developments in the Spokane Valley.

Betsy is active in the community. She has served on a number of boards including the Greater Spokane Incorporated (past Chair) and the Fox Theater (founding board member). She is a past Chair of the Board of Regents for Washington State University, and serves on the WSU Foundation Board of Governors and the Ruckleshaus Center Advisory Board. She currently is the Chair of the Washington Roundtable and a member of the Board of Directors for the Laird Norton Company in Seattle and the Independent Colleges of Washington.

Betsy received her BA from Dartmouth College and JD from George Washington University. She is married with two adult children and enjoys sailing, biking, skiing, riding and running.

Mary Crowell

Mary Crowell recently earned her PhD in Education specializing in Cultural Studies and Social Thought from Washington State University. She formerly worked for TRIO’s McNair Achievement Program helping undergraduates apply and receive admittance into PhD programs, and has taught undergraduate courses on research, professional development, diversity and education, and development and critical theories. Mary is passionate and committed towards making education a more critical, equitable and inclusive space for all individuals. She also holds bachelor’s degrees in sociology and psychology from the University of Idaho.

Mary Jo Gonzales

Mary Jo Gonzales brings a wealth of experience and an abundance of enthusiasm to her position of Vice President of Student Affairs at Washington State University. As a WSU System Vice President, her leadership of student development extends to six campuses, guiding a myriad of units in providing top-notch, specialized student services that support every WSU student. Arriving at WSU in February after serving as interim in a similar position at the University of Rhode Island, Gonzales has been laser-focused on helping transform WSU’s campuses into places where each student can thrive and earn degrees that will propel them into their chosen fields and as leaders in their communities.

Having earned both a master’s degree in communications and Ph.D. in Education at WSU, Gonzales is respected across the nation as a student affairs professional. The NASPA Foundation, a national group dedicated to research, advancement, and sustainability of the student affairs profession, selected her as a 2018 Pillar of the Profession for her outstanding contributions to the field. She previously served as the inaugural director of NASPA’s Escaleras Institute and from 2013-2016 she chaired the NASPA National Excellence Awards Committee. While working as associate dean of students and director of the Academic Success Center at Iowa State University in 2013, she was honored with an award as “Women Impacting ISU” for her role in mentoring and cultivating a community focused on student success. She also received a Martin Luther King, Jr. Distinguished Service Award from Washington State University for her efforts to advance diversity, inclusion, and equity as a graduate student.
As a low-income, first generation college student, Latina, and single mother, Gonzales has dedicated her life to leading efforts which help individuals achieve their academic, personal, and professional goals. In fact, she is known for leading groups through singing the Cougar fight song at meetings or yelling “Go Cougs!” to students passing her in the hallway.

She is thrilled to be back home with her Cougar family and lead a team of dedicated, committed Student Affairs professionals. As a WSU graduate, she’s honored to support her fellow Cougs as they learn, prepare to head across the stage at graduation, and go on to become amazing alumni all over the world.

Roberta Kramer

Roberta Kramer is the Assistant Superintendent in the Pullman School District. An educator for over 30 years, she earned her doctorate in education from the University of Idaho. She served as a teacher, school administrator at elementary, middle and high schools, and as a school district superintendent prior to beginning her work with the Pullman School District in 2016. She has had the opportunity to mentor many women leaders and is deeply committed to providing voice to leadership opportunities, especially those faced by women. Roberta and her husband, Jeff, have been married for 30 years and have two sons, Andrew (21) and Ethan (16).

Rebecca Miles, Women’s Leadership Conference Keynote Speaker

Rebecca Miles was raised on the Nez Perce Indian Reservation in Lapwai, Idaho. She attended Lapwai Schools and later went on to graduate from Washington State University in 1997 with a Bachelor of Arts Degree in Criminal Justice and from Gonzaga University in 2002 with a Masters Degree in Organizational Leadership.

In May 2004, Miles was elected to the Nez Perce Tribal Executive Committee (NPTEC), the governing body of the Nez Perce Tribe. Miles worked extensively on the Snake River Basin Adjudication, including providing testimony before the Idaho Legislature, and began to cultivate her reputation as a problem solver. In May 2005, Miles was elected by her peers as the first female Chair of the NPTEC.

Her work and leadership in areas of note in Indian Country and beyond has been featured by many national news organizations including the New York Times. In March 2006, Miles was selected Woman of the Year by the Washington State University Alumni Association. She also received the National River Hero Award in 2007 for her work on ESA listed species in the Columbia and Snake Rivers. That same year she was selected as a fellow for the German Marshall Memorial Fund and travelled throughout Europe learning government and economic strategies of other countries and exchanging her knowledge with leaders of those countries.

In 2010, Miles was selected as one of 50 Vision 2020 national delegates. Vision 2020 is a national coalition of organizations and individuals united in their commitment to achieve women’s economic and social equality. It was developed by the Institute for Women's Health and Leadership at Drexel University College of Medicine.

Miles resigned from the Nez Perce Tribal Executive Committee to accept the position of the Executive Director for the Nez Perce Tribe in 2009, a position which she currently holds. She shares her life with her two sons, Tre and Ivory.
Session Information

A Women's Movement in a Non-Binary World
Speaker: Jennifer Tess Murray
Description: Our understanding of gender identity and expression has changed dramatically in recent years. In particular, young adults, whatever their gender identities, no longer assume that people are either men or women. More and more people of all ages are expressing genders that are outside the male/female dichotomy. And yet, at the same time, we continue to work on specific challenges facing women. Women's experiences remain valid and important. How do we organize around women's issues while also being clear in our inclusion of transgender women, and including other gender minorities?

Changing “Me” Language
Speakers: Bekah MillerMacPhee and Laura Holyoke
Description: In this workshop, we introduce the benefits of mindful practices for women with full lives. Mindfulness can be woven into our lives and, when combined with self-compassion practices, can contribute to wellbeing by diminishing self-critical thoughts and imposter syndrome. We provide an synopsis of mindfulness, facilitate a moment of contemplation, lead a mindful group exercise, and practice self-compassion. Attendees walkaway with mindfulness tools they can immediately utilize.

Equilibrium: Caring for Me + You
Speakers: Ellen McKenzie, Amanda Myron, Rula Awwad-Raferty
Description: Community comes in all shapes and sizes. It can be as big as the world, or as small and intimate as you and those for whom you care. As professional women, our caregiving roles are impactful. Many of us are growing families, and others are taking care of parents, as we work towards important, career goals. Sometimes it seems that compartmentalization is the only solution. But, is it? As women, we don’t want to diminish our important relationship roles, but we do want success in our professional lives. This session identifies the stresses involved in our multiple roles, provides insight and story-telling as a means of problem solving and stress reduction, and gives resources to help all of us with balancing our many responsibilities and emerging with wholeness. We each have a story and in sharing and supporting, we like each other as we move forward.

Gender and Leadership Style
Speakers: Lynsie Clott, Laurel Meyer, and Katie Dahlinger
Description: This interactive and discussion-based session will use a critical and gender lens to better understand leadership and leadership styles. We will begin with challenging oppressive leadership theories and systems that persist and are reinforced by organizational systems, persons in power, and U.S. culture. Then we will shift to understanding modern Shared Leadership systems and practices. Through a fun game, Animal Compass, participants will discover their primary and secondary leadership styles. Throughout this activity we will explore how gender dynamics and patriarchy influence and confine our authentic leadership-self. Women leaders are forced to navigate and balance between authentic leadership-self and gender norm expectations, all the while looking for opportunities to disrupt oppressive leadership systems.

Leading by the Quotes: Creating a Leadership Style Worth Quoting
Speakers: Theresa Bolden, Sylvia Bullock and Chioma Heim
Description: During this presentation, we hope to help participants begin their leadership growth and development. We will unearth participants' leadership qualities by reflecting on prolific social justice and business leaders and prominent quotes produced in the wake of their leadership. We will examine this via concepts crafted by some of the most influential leaders throughout time. Participants will generate a leadership philosophy to which they may anchor their
leadership style. They will determine value-based points of reference for who they hope to become and what type of change, or influence, they hope to support. Participants will engage in discussion with powerful questions and group activities that complement aspects of their leadership philosophy. Participants will construct a plan that not only supports their effort to create a leadership brand worth quoting, but one that supports the growth of other change agents.

Lifting As We Climb: Finding and Articulating our Strengths in Others and Ourselves
Speaker: Leanne Ralstin
Description: Many people—especially women, who are often told to be "humble"—have a hard time recognizing and articulating their own strengths and skills. In this session, I will lead participants through (tentatively) two hands-on exercises where they will discover more about themselves, practice recognizing core strengths in others, and (most importantly) articulate their own strengths/skills through personal stories.

#MeToo & #TimesUp, Now What?
Speaker: Amy Volz
Description: Are you left wondering if these national trends matter here on the Palouse? Unsure if long term changes will result? Join Amy Volz from Alternatives to Violence of the Palouse in this interactive workshop exploring your personal connections to the national movements—we all have them! Learn about what gender-based violence looks like here on the Palouse and how you can be part of a local solution. From the university campuses to the rural farming communities, we can create healthier relationships, workplaces, and communities, and work towards ending violence for good. Participants will learn concrete actions and take home a toolkit of resources for further learning on trauma-informed spaces, workplace policies, op-ed writing, and more.

Negotiation Strategies & Considerations
Speakers: Kelly Ward and Jennifer LeBeau are co-leading
Panelists:
  Colleen Kerr, Vice President for Government Relations and External Affairs, Chief Legislative Officer, WSU
  Roberta Kramer, Assistant Superintendent of Pullman Public Schools
  Gina Taruscio, Council Member, City of Moscow
  Lynne Varner, Associate Vice Chancellor, WSU-Everett
  Thanh-Xuan Nguyen, International Marketing Manager, Schweitzer Engineering Laboratories (SEL)
Description: This session will provide an introduction to negotiation skills and considerations that are important for helping women to successfully navigate various aspects of their careers. The session will include an overview of literature and research on negotiation, followed by a panel discussion that includes representation across multiple career types and fields (e.g. university faculty, staff, administrators, K-12 education, community programs). This workshop includes these aspects in addition to case studies or role-plays to demonstrate examples of successful and unsuccessful negotiations. Participants in this session will have an opportunity to reflect and will leave the session with practical take-aways to aid in their next negotiation.

Raising Our Voices: Using Storytelling to Define Our Values
Speaker: Leeann Hunter
Description: Participants will engage in a series of storytelling and creative writing activities that draw upon memory, sensory experiences, and emotion to articulate how they see the world and why they aspire to create change.
Redefining Community Building in Higher Education through the Academic Service
Speakers: Colleen Kerr, Melanie-Angela Neuilly, and Kelly Ward
Description: The Morrill Act of 1862 is foundational to Shaping American universities as community building institutions. Through the establishment of service as a pillar of the academic mission, we, at all university levels, are part of this important process, though it is often overlooked. In order to combat the lack of consideration given to service in academia, Boyer (1990) identified four domains of scholarship: 1) discovery (most closely aligned with traditional research), 2) integration (most closely aligned with interdisciplinary perspectives), 3) application (most closely tied to faculty service), and 4) teaching. Women are of course disproportionately tasked with the latter two. In this workshop, we give explanatory context for the role of service in community building and its potential benefits, illustrate how varied such service can be, and share experiences that allow for the successful integration of service in academic life, community building, and personal/professional development. Participants will then be able to workshop how they can link their work to community needs in order to broaden the impact of their work/engage the public, with the goal of identifying individualized action steps.

Self-care: The underrated leadership skill OR Self-care: It's more than bubble baths and wine
Speakers: Emily Tuschhoff and Lynsie Clott
Description: Complex world problems require complex collaborations to discover and implement solutions. Women leading these dynamic groups are expected to do it all with effortless perfectionism. They must flawlessly balance and perform their socially expected feminine gender norms, masculine leadership behaviors, and take care of their team’s individual and group needs...all without the appearance of trying too hard because that is perceived as “inauthentic”. How in the world do we keep up with these expectations and not fall apart? Self-care is one of the most difficult and underrated leadership skills. If we are not well, our co-leaders and followers will not be well. Leaders who take care of themselves lead by example, and as a result, their team and community is be supported. As leaders we should be aspiring to build others into healthy leaders. In this session you’ll learn the linkages between being a modern woman leader and self-care through a critical gender lens, understand and assess your overall wellness, discuss challenges and strategies for achieving the wellness to which you aspire, and how to support other women in their wellness aspirations.
Session Speakers

Amanda Myron has spent the last several years in our community as a Care Coordinator and Caregiver for long term In-Home Health, as well as a volunteer CASA (Court Appointed Special Advocate) for state dependent families. She has grown to see that we in this community are truly unique in the mindfulness, care and advocacy that we provide to each other and she is so proud to be a part of that. Amanda looks forward to continuing her education while providing care to her clients, her CASA families and being the Admin Assistant II at the University of Idaho College of Art and Architecture.

Amy Volz has been an advocate and educator at Alternatives to Violence of the Palouse since 2014. She manages the emergency domestic violence shelter, but also takes time to find ways that ATVP and the Palouse community can prevent violence from happening. The resilience and power that survivors show her everyday gives her the energy to keep working towards ending gender-based violence. For good.

Bekah MillerMacPhee works at the University of Idaho Women’s Center as the project director for an Office of Violence Against Women campus grant. She finds comfort in creating community with other working women. She recently found the personal benefits of mindfulness practice while enrolled in a mindfulness course co-facilitated by Dr. Holyoke at the University of Idaho in the spring of 2017.

Chioma Heim works at Washington State University (WSU) as the lead Psychology Academic Advisor. She received her Master’s in Higher Education Administration from WSU in 2006. She found her calling to work as a student services practitioner over a decade ago while attempting to navigate through her own degree-while simultaneously overcoming personal struggles as an underrepresented student. Her experiences have provided her with a perspective on overcoming struggles that students face as they strive to develop a sense of identity within an educational landscape that is not always abounding with resources that support the needs of non-traditional students. For Chioma, leadership skills run deeper than mere academic qualifications. She has found that solid principles and values anchor her leadership style and have afforded her many opportunities to support and promote change for the students she serves.

Colleen Kerr is Vice President of External Affairs and Chief Legislative Officer for Washington State University. She currently serves as the co-chair of WSU’s Economic Development Council where she is leading the efforts around the Seattle Initiative, dedicated to connecting WSU’s research, academic and service mission to the greater Seattle region. Since taking the position to further WSU’s strategic plan in the area of public policy, Colleen and her team have engaged more fully with constituents at the regional, state, and federal level. The results have been to closely align the university’s government initiatives with increasing the social and economic vitality of the state and wider world.

Ellen McKenzie is the assistant to the dean for the College of Art & Architecture since 2006. Her previous experiences include the role of executive director of a private non-profit that provided services for seniors and their caregivers in southeast Idaho. She has been a volunteer guardian for 10 years to vulnerable adults. While working on a MS degree in Family and Consumer Sciences on Aging Issues: focus on life review, she also provides supportive care to her parents who are in their 90’s.

Emily Tuschhoff is the Director of Health Promotion in the Division of Student Affairs at the University of Idaho and leads a small team of health educators who conduct health promotion work on the UI campus. With a counselor as a mother and a focus on health and well-being throughout her undergraduate and graduate studies, Emily adopted self-care practices from a young age. However, over the past four years at UI, through professional growth and motherhood, Emily’s focus on self-care and work-life “balance” have become more challenging and even more salient. Emily enjoys
talking about self-care and balance with UI students, and is very excited to be sharing these concepts and ideas with other working women.

Jennifer Tess Murray’s passion for equality began early in life and has been the most consistent thread through their interesting and varied career. They have a degree in sociology and their approach is based in feminist standpoint theory, which prioritizes the lived experiences and local knowledge of people in particular societal positions. This framework has led them to an intersectional understanding of the ways that people of different identities are situated within societal structures of power and influence. In addition to their degree in sociology, Jennifer Tess lives every day as a genderqueer out lesbian in a small town. As a speaker, they build a compassionate connection with their audience by sharing their own experiences and connecting them to larger narratives, with an emphasis on high engagement, human connection, and practical applications of the knowledge they present.

Jenny LeBeau is an assistant dean in the Graduate School at Washington State University. She holds a Bachelor of Science degree in Biology from the University of Idaho and M.A. and Ph.D. degrees in Higher Education Administration, with a cognate in Educational Psychology, from WSU. She also serves as a research associate in the College of Education Learning and Performance Research Center (LPRC), primarily as an external evaluator for federally, state-, and locally-funded educational projects related to STEM education and student success. Dr. LeBeau is an ex-officio member for the Commission on the Status of Women and serves as the Liaison to the Provost for the Association for Faculty Women at WSU. She is also the founder and CEO of JBurton Consulting and, most importantly, she is Mom to two beautiful children, ages 12 and 8.

Kelly Ward, is Vice Provost for Faculty Development and Recognition at WSU. She is also a professor of Higher Education. Her research focuses on faculty careers including service and outreach as well as work-life integration. In all her work as a faculty member and administrator she strives to make higher education a place where people can thrive personally and professionally. She is thrilled to be part of this amazing group of women.

Laura Holyoke is an associate professor and the Adult and Organizational Learning and Leadership program coordinator in the Leadership & Counseling department in the University of Idaho College Of Education. Dr. Holyoke is passionate about teaching and mindfulness practice. Recently, she enrolled in an intensive certification program through UCLA’s Mindful Awareness Research Center to become a trained Mindfulness facilitator.

Laurel Meyer is a Moscow, Idaho native. After studying abroad in Pau, France, she earned her Bachelor of Arts degree in International Studies from Humboldt State University in 2013. For the past two years, Laurel has been the Administrative Coordinator for the Department of Student Involvement and is currently working towards her Masters in Adult Organization Learning and Leadership from the University of Idaho.

Leanne Ralstin is a career consultant at Washington State University’s Carson College of Business. She has worked in career development for well over 12 years. It gives her great satisfaction to help students develop career goals that matches their interests, abilities, values, and passions—and it is especially wonderful to watch them achieve those goals.

Leeann Hunter is Clinical Associate Professor of English at Washington State University. Her research explores the cognitive and affective experiences of labor in Victorian literature and culture and in critical university studies. She is the founding Director of the Passport Program, an academic mentoring program that emphasizes community-oriented approaches to cultivating personal growth and leadership perspectives. She will serve as President of the Association for Faculty Women at WSU during the upcoming academic year.

Lynsie Clott was born and raised in Moscow, Idaho. She is an ’08 University of Idaho alumna and holds a Master of Public and International Affairs degree from the University of Pittsburgh. She worked in the non-profit sector focusing
on women’s health, security, and leadership for five years. Today, Lynsie is the Student Engagement Coordinator for the Department of Student Involvement at U of I where she provides leadership programming for students, clubs, and departments.

**Melanie-Angela Neuilly** is an Associate Professor in the Department of Criminal Justice and Criminology at Washington State University. Aside from conducting research on how coroners and medical examiners differentiate homicides from other deaths, Melanie is a staunch advocate for social justice and gender equity. At WSU, she has chaired the President’s Commission on the Status of Women as well as the Task Force on Paid Family Leave. Beyond WSU, Melanie is involved in a variety of community service, including serving as a substitute in the Idaho Legislature, and being elected Regional Director for the Idaho Democratic Women’s Caucus.

**Rula Awwad-Rafferty** is a Palestinian American Professor of Interior Design, and Bioregional Planning and Community Design at the College of Art & Architecture and Core Environmental Science Faculty at the University of Idaho, Moscow, Idaho. The eldest daughter of Zuhair Awwad and Najla Mahmoud, a sister, mentor, wife, and caregiver of many hats. She holds an interdisciplinary Ph.D. in architecture, interior design, political science and anthropology from WSU, and professional degrees in architecture and design from UI and Jordan. An engaged educator who capitalizes on service learning and community engagement as a milieu of active “bodying forth in the world, as a feminist, as a leader, and a human being” she serves on multiple community, national and international organizations, boards, and committees, focusing on people, health, places, processes, culture, and participation. Themes of her research, service, and teaching embrace diversity and place making, social and environmental justice, community action and co-authored design process, rural and tribal community health and wellbeing/equity and safety, indigenous landscapes, design and security; design studio education, cultural and spatial agency and resilience, resettlement, and universal design.

**Sylvia Bullock** was born in Pittsburgh, PA but was raised in Petersburg, VA. She is the younger of two daughters, both of whom work in higher education. She graduated from Petersburg High School in 2002. She majored in International Relations and Political Science with a Concentration in Global Studies at the University of Delaware, where she finished in 2015. During her time at Delaware, she was a coordinator and mentor and enjoyed being an active student leader. Among her favorite, overall leadership experiences were working the Office of Admissions at the University of Delaware, creating and growing a multi-faith social justice program at the Stony Point Center in New York State and, currently, advising the Black Women’s Caucus at Washington State University. Sylvia is always excited to work with future leaders and is excited about presenting at this conference!

**Theresa Bolden** works for WSU Athletics as the Assistant Director of Academic Services. She graduated Cum Laude with Honors from Iowa State University with a Bachelor’s degree in Child, Adult, and Family Services. While at Iowa State, she was a part of the APEX program for multicultural students and she was a George Washington Carver Scholar. After graduating, she earned her Master’s in Postsecondary Administration and Student Affairs from the University of Southern California Rossier School of Education. Her favorite leadership quote is, “Every child is one caring adult away from a success story” (Josh Shipp) because it reinforces her personal belief that it only takes one person to make a difference. In her free time, she enjoys spending time with her family, her dog, Royal Benjamin, and watching Shondaland shows.