



HARNESSING THE POWER OF

18th Annual DU Women's Conference

March 1st, 2013

CONFERENCE SCHEDULE

- 7:45 – 8:45** Registration and Breakfast
Sturm Hall
- 9:00 – 9:30** Welcome
Davis Auditorium Sturm Hall
- 10:00-11:00** Work Shop Session I
Various Rooms in the Chamber's Center
- 11:15-12:15** Work Shop Session II
Various Rooms in the Chamber's Center
- 12:30-2:00** Keynote and Luncheon
Cable Center
- 2:30-3:30** Work Shop Session III
Various Rooms in the Chamber's Center
- 3:30-5:30** WAND Sponsored Reception
Chamber's Center Garden



HARNESSING THE POWER OF

18th Annual DU Women's Conference

WORKSHOP SCHEDULE

All Workshops located in the Chamber's Center

Session I (10:00—11:00 AM)

Pioneering Excellence in Intercollegiate Athletics Through Title IX

Room 150

This panel presentation will celebrate the history and impact of Title IX on intercollegiate athletics at the University of Denver since the start up and sanction of the DU women's athletics program during the 1974-1975 academic year. Participating panelists will share their insights and experiences from a variety of perspectives.

Cappy Shopneck, Peg Bradley-Doppes, Liza Kelly, and Diane Wendt

Super Women: Finding Power in Self Care

Room 342

The competing demands and responsibilities we face as women in higher education can leave us feeling powerless and unproductive. This session will provide a time to identify forms of self-care that help re-energize, re-focus and empower. Join us and reclaim important power sources needed for remaining committed to the important work we do!

Debbie Mixon-Mitchell

DU and Title IX

Room 360

We will discuss resources offered campus-wide concerning violations of Title IX, specifically sexual misconduct matters. Each of us will share briefly our individual role/resource and then we'll discuss the team's collective role on campus.

Monica Aldridge, Kathryn Grove, Kristin Olson, Michael Johnson, Molly Hooker, Jennifer Kogovsek, and Gillian Kaag

Charting Your Course - Financial Literacy for Women

Room 260

Focusing on key aspects of managing one's finances while incorporating issues that are of particular interest to women, this seminar covers: Evaluating your financial health; Setting financial goals: Making your money work for you; Your plan: putting it all together

Teresa Cobucci

The Socio-Cultural and Leadership Experiences of Latina Four-Year College and University Presidents: A Través De Sus Voces (Through Their Voices)

Room 160

The Latina presidents featured in this study have built community by providing influence to their university constituents while advocating for the equitable recruitment, retention, and advancement of women of color in academia. Participants in this session will hear their stories and experiences depicting resilience, valor, and compassion. These stories, which are not often told in academic research, could be lessons for other marginalized populations in academia, especially women of color, as they aspire to become leaders in our nation's colleges and universities.

Dr. Johanna Maes

The 21st Century Woman: Acknowledging and Attending to your Emotional Health

Room 350

In this era of Title IX, supermoms and social media, attending to your emotional health can be the single most important choice you make to help you lead a happy and satisfying life. Women are in a unique role as we make up more of the workforce and serve as caregivers for everyone from our children to our role as we make up more of the workforce and serve as caregivers for everyone from our children to our parents. Stress contributes to mental health and physical health problems and almost a quarter of all women struggle with a mental health disorder at some point in their lives (SAMSHA 2010), a rate that is almost twice that of men. This breakout session will focus on ways to identify and address mental health concerns and stress in yourself and others, along with some positive coping strategies and mindfulness techniques.

Jacaranda Palmateer, Psy. D.

Session II (11:15—12:15AM)

Super Women: Finding Power in Self Care

Room 342

The competing demands and responsibilities we face as women in higher education can leave us feeling powerless and unproductive. This session will provide a time to identify forms of self-care that help re-energize, re-focus and empower. Join us and reclaim important power sources needed for remaining committed to the important work we do!

Debbie Mixon-Mitchell

Title IX in Academia: The Experience of Women of Color...Reflecting Back & Looking Forward

Room 350

This interactive session provides an opportunity for women of color in faculty/staff positions and students to share their lived experiences in academia. Panelists will share their own academic experiences as well as offer suggestions and advice for the next generation. Audience members will have the opportunity to ask questions, share their own experiences, and create connections with other women of color.

Dr. Nicole Russell, Anthea Johnson-Roen, Aleja Parsons, Alisha Elliott, Adrienne Martinez,

Lipstick to Lab Coats - Women in the Sciences

Room 150

Several studies have been and are currently being done in regards to the state of women in sciences and mathematics. Advances seen in other disciplines still evades women in math and science. Many complex factors have been regarded in trying to understand the lag yet no clear plan has been identified to help women currently in these areas to catch up or to change the trends seen for decades. This interactive session will present current data on where women in science and math are today and then a panel of successful graduate students and faculty will deliver their own testimonial on how they choose their area of study and how they remain even against the odds.

We will end with questions being hosted from the audience.

Nancy Sasaki, Anna Sher, Erika Trigoso, Stephanie Botsman, Becky Brice, Courtney Hall, and Jennifer Hoffman

2012 Status of Women Leaders in Academia

Room 160

The study "Benchmarking Women's Leadership in the United States" demonstrates that: · Women are outperforming men and yet are not earning salaries or obtaining titles that reflect their high performance · Specific recommendations are offered to counter the current status of women leaders.

Tiffani Lennon

Charting Your Course - Financial Literacy for Women

Room 260

Focusing on key aspects of managing one's finances while incorporating issues that are of particular interest to women, this seminar covers: Evaluating your financial health; Setting financial goals: Making your money work for you; Your plan: putting it all together

Teresa Cobucci

Bringing Forth the Feminine: Brings Balance to All

Room 250

The presenter will guide participatns through the forty-year legacy of working women since Title IX, examine progress made and grapple with the disparities that still exist in pay, senior management and board membership. We will end with a discussion regarding strategies to bring balance to an imbalanced system.

Michelle M. Meyer

Let's Consider the word leadership...

Room 360

Spend an hour with one of DU's Senior Woman Leader, Peg Bradley Doppes, Vice Chancellor for Athletics to gain insights on what it takes to become a leader.

Peg Bradley-Doppes



HARNESSING THE POWER OF

18th Annual DU Women's Conference

WORKSHOP SCHEDULE

All Workshops located in the Chamber's Center

Session III (2:30-3:30 PM)

Beyond Compliance: Striving for Inclusive Excellence

Room 360

Federal legislation, such as Title IX, and other governing regulations oblige institutions to particular standard of non-discrimination. But, beyond meeting minimal levels of not doing bad, DU also has made a commitment to enact its core values through Inclusive Excellence, to active inclusion. In this workshop, participants will explore ways to move beyond compliance in their spheres of influence at DU.

Thomas Walker

Empower Yourself for Growth: Embracing Professional Development Opportunities at DU

Room 150

During this presentation we will discuss the following topics: Empowerment background; Being dignified at work; How they link to professional development; Theory into practice in the Knoebel School.

David Corsun

She Works Hard for Her Money

Room 350

The Civil rights Act barred sexual discrimination in the workplace decades ago but the "glass ceiling" still persists and women are still routinely paid less while performing the same or similar jobs as their male counterparts. Explore why these inequities remain and how they manifest in our own work lives. Create a personal plan of action that will help you increase both your paycheck and your job satisfaction.

Sue Hinkin

2012 Status of Women Leaders in Academia

Room 160

The study "Benchmarking Women's Leadership in the United States" demonstrates that: · Women are outperforming men and yet are not earning salaries or obtaining titles that reflect their high performance · Specific recommendations are offered to counter the current status of women leaders.

Tiffani Lennon

Bringing Forth the Feminine: Brings Balance to All

Room 250

The presenter will guide participants through the forty-year legacy of working women since Title IX, examine progress made and grapple with the disparities that still exist in pay, senior management and board membership. We will end with a discussion regarding strategies to bring balance to an imbalanced system.

Michelle M. Meyer



HARNESSING THE POWER OF

18th Annual DU Women's Conference

KEYNOTE BIOGRAPHY



Former White House Office of Administration General Counsel Denise Maes will be the keynote speaker for the 18th Annual DU Women's Conference.

In November 2011, Maes returned to her adopted home of Denver to work for the ACLU of Colorado. Named one of the Top Seven Women Lawyers by LAW WEEK Colorado in 2009, she left the firm of Berenbaum Weinshienk & Eason, where she was partner, to serve as General Counsel for the White House Office of Administration in the Executive Office of President Barack Obama. She later directed budget and finance operations for the Office of Vice President Joe Biden.

A co-founder and former director of the Colorado Latina Initiative, Maes served as chair of the Denver Hispanic Chamber of Commerce, chair of Mi Casa Resource Center for Women, director of the Downtown Denver Partnership, and as director of the Colorado Women's Bar and Hispanic Bar associations.

Celebrated in the legal, business, social justice and Latina/o communities, she was lauded in 2010 as "Barrister of the Year" by The Gay, Lesbian, Bisexual and Transgender Community Center of Colorado (The Center).



HARNESSING THE POWER OF

18th Annual DU Women's Conference

WORKSHOP BIOGRAPHIES

Professor Tiffani Lennon, JD, chairs the Law and Society and Community-Based Research programs at The Women's College of the University of Denver. Lennon also directs the college's internationalization efforts.

Lennon is a constitutional law and individual rights attorney, and was a fellow for the Advancement Project in Washington, D.C. In her career, she has helped to frame strategic litigation to systematically address rights violations, and has authored several policy reports with national implications. Her research areas include comparative constitutional politics and policy impact on unrepresented communities.

Lennon has also received numerous governmental and foundation grants to conduct research and policy analysis on marginalized communities. She is currently working on a national study examining women's leadership across all sectors in the U.S., and an article entitled Right to Disestablishment: The Freedom to Worship in Religious States.

Becky Brice is a Master's student and teaching assistant in the department of Geography and the Environment at the University of Denver. She received her bachelor of science from Metropolitan State University of Denver where she studied Geography. During the summer of 2011, Becky was one of 13 George Melendez Wright Climate Change intern at Rocky Mountain National Park. In 2012, Becky traveled to Guatemala as an assistant researcher and she is currently a research fellow for the North American Dendroecological Field-week and the National Science Foundation. She expects to complete her work at DU this spring, and begin pursuing a PhD at the University of Arizona next fall.

Erika Trigo is a lecturer at University of Denver, department of geography and the environment. She is a geographic information scientist and human geographer with interests in sustainability, climate change and geospatial technologies. Her regional interests include Latin America, Europe and the American Southwest. She currently teaches courses on sustainability, introductory GIS, cultural geography and global environmental change. She received her PhD from The University of Oxford and MA from University of Arizona both in Geography, a specialist degree in GIS, remote sensing and cartography from Universidad de Alcalá in Spain and earned an undergraduate degree also in geography from Pontificia Universidad Católica del Perú.

Stephanie Botsford is a master's degree student in the mathematics Department at the University of Denver. She is a graduate teaching assistant and recipient of the Hammond Scholarship. She holds both a Bachelor of Arts degree in Philosophy and a Bachelor of Science degree from the University of New Mexico, which she completed in just 5 years. While in school, she has juggled a variety of employment opportunities including retail, refereeing basketball, teaching 5th grade Mathematics, and tutoring. She aspires to complete doctoral work and contribute research to the field of Mathematics.

Courtney Hall is a second year master's student at the University of Denver studying ecology, behavior and evolution. Her research is focused on the restoration of post-agricultural land with broad interests in conservation and sustainable development. She is a teaching assistant for the biology department and is currently working with honor's students taking microbiology. Before coming to the University of Denver, Courtney worked for a large agricultural company in Minnesota as a food scientist. In her free time she likes to travel, and enjoys hiking, biking, skiing, photography and baking.

Dr. Anna Sher is the author of more than 27 scientific publications on plants and plant management, including four books. She is one of the foremost experts on the ecology of *Tamarix*, particularly in the context of riparian restoration. Dr. Sher earned her Ph.D. in Biology from the University of New Mexico and went on to study plant invasiveness in Israel on a Fulbright fellowship. She then completed a post doc on invasive riparian plants at University of California, Davis before accepting a joint position as the Director of Research at Denver Botanic Gardens and a tenure-track professorship at the University of Denver. In 2009, she graduated from the Daniels School of Business High Performance Leadership Program. Today, Dr. Sher is a tenured associate professor at DU. Her research program is currently focused on understanding plant community response to *Tamarix* removal.

Jennifer L. Hoffman is an assistant professor in the Physics & Astronomy department at DU. She received her Ph.D. in astronomy from the University of Wisconsin-Madison in 2002 and a double A.B. in physics and astrophysics from UC Berkeley in 1994. Before joining the faculty at DU in 2007, she held a postdoctoral research position at Rice University and an NSF Astronomy & Astrophysics Postdoctoral Fellowship at UC Berkeley. Prof. Hoffman's research focuses on uncovering links between massive stars near the ends of their lives and the supernova explosions that signal their violent deaths. She uses both observational and computational techniques to characterize the circumstellar material around both types of objects. Prof. Hoffman is a recipient of multiple research grants from NSF and NASA was named DU's "Faculty Adviser of the Year" in 2009.

Sue Hinkin is the Executive Director of Career Services at the University of Denver. She also worked in career services at Michigan State University, DeVry University and Savannah College of Art and Design. She holds a B.A. in Art from St. Olaf College and an M.A. in Higher Education from the University of Michigan. Also had a career in the entertainment and film industry.

David Corsun is director of the Daniels College of Business' Fritz Knoebel School of Hospitality Management and an associate professor since 2007. After receiving his PhD in 1999 from Cornell University's School of Hotel Administration, Corsun was named assistant professor at Washington State University. After a year in Washington, he moved to the University of Nevada, Las Vegas, and was subsequently named associate professor and coordinator of international relations for the University's Harrah College of Hotel Administration. Corsun also held academic positions with Cornell University and New York University while a graduate student.

Dr. Mixon Mitchell performs work focused on the recruitment and hiring of university employees to fully utilize the resources gained from diversity and Inclusive Excellence. She is also teaches courses in the University's Graduate School of Social Work and The Women's College. Dr. Mixon Mitchell co-authored *Beyond the question of color: Diversity issues in child welfare supervision* (2009) and was a contributing author to Colorado's *Child Welfare Practice Handbook* (1998). Her areas of expertise include intercultural communication, organizational communication, clinical supervision and the development and delivery of competency-based and culturally competent pedagogy.

Diane Wendt is Director of Strategic Partnerships and Corporate Relations in the Division of Athletics and Recreation at the University of Denver. Diane earned a Master's Degree in Education at Colorado State University and a Bachelor's Degree at Montclair State College in New Jersey.

Diane served as the Interim Director of Athletics and Recreation in 1989 and was Senior Associate Athletics Director at the University of Denver from 1979-2000. She was Director of Marketing and Communications for athletics at the University of Denver from 1995-1998 overseeing corporate marketing, TV and radio broadcast, public relations advertising, promotions, ticketing, community relations and in-game entertainment. Wendt founded the corporate sponsor program at DU in 1982 and has been instrumental in the continued growth and success of this program.

Liza Kelly completed her sixth season as head coach of the University of Denver in 2012, leading the Pioneers to a record of 12-3 overall and 6-1 in the Mountain Pacific Sports Federation. DU finished the season No. 1 in the nation in caused turnovers (12.6 per game), 10th in scoring offense (13.93 goals per game) and 11th in scoring margin (4.2). The Pioneers also set a team record by winning 12-straight games.

In addition to her duties with Denver's team, Kelly serves on the NCAA Division I Women's Lacrosse committee.

Prior to DU, Kelly served five years as the head coach at Boston University. The Baltimore native posted an impressive 64-33 (.660) mark as head coach at BU, including consecutive NCAA Tournament appearances and America East regular season and playoff championships in 2005 and 2006. The Terriers finished in the top-10 in the national rankings the last two seasons under Kelly, who earned two America East Coach of the Year honors during her five-year tenure at BU.

Peg Bradley-Doppes has guided the Denver Pioneers to five NCAA Championships, four NCAA I-AAA Directors' Cups, 51 conference titles, 40 coach of the year honors and numerous national rankings since being appointed the University's 12th Director of Athletics and Recreation on March 28, 2005.

A 32-year veteran of NCAA Division I programs where she served as a head coach for 11 years and an athletics' administrator for 21 years, Bradley-Doppes served as Director of Athletics and Recreation at DU her first season prior to being promoted to Vice Chancellor of Athletics and Recreation and Ritchie Center Operations in July of 2006.

An energetic leader of collegiate athletics as a student-athlete, head coach and athletic director, Bradley-Doppes is recognized nationally as one of the nation's most effective athletic administrators. Her career in intercollegiate athletics spans several universities whose NCAA Division I programs competed successfully in several conferences. Bradley-Doppes' 17 years of NCAA committee service includes Management Council, Division I Women's Basketball, the Committee on Women's Athletics, Division I Volleyball, Division I-AAA, Peer Review Team, Olympic Sports Liaison Committee, NACDA Treasurer and Executive Committee, and the prestigious NCAA Division I Leadership Council.

Michelle M. Meyer is Founder and President of Mcubed, Inc. providing supply chain strategy, implementation, and education services, as well as speaking services. She is a speaker and facilitator of bringing forth the feminine. She works with people who are interested in helping to build organizations that allow the feminine to come forth. She believes that in bringing forth the feminine, it will bring balance to all – women and men – and open new avenues of wealth and abundance for ourselves as individuals and for our communities at large.

Dr. Thomas Walker previously served as the Assistant Director of Arizona State University's Intergroup Relations Center, where he coordinated diversity education programs, provided social justice training, and served as a diversity consultant for the ASU and larger community. In his eight years at ASU, he also served as liaison to the LGBTIQ community and Advisor to the LGBTQ Student Coalition. He has been engaged in the diversity and social justice field for two decades, working with NCCJ-Anytown, the National Coalition-Building Institute, the Southern Institute for Education and Research, C Harris Companies, Inc., the Social Justice Training Institute, and the University of Michigan-based Multiversity Intergroup Dialogue (MIGR) Research Project.

Thomas studied at the Victoria University of Manchester (England), earned his bachelor's degree in Interpersonal and Group Communication from Tulane University, and earned both his Master's and doctorate in Intercultural Communication at Arizona State University.

Anthea Johnson Rooen brings over 18 years of experience in diversity, student success, and college access from the University of Colorado at Boulder. Ms. Johnson Rooen worked as the Associate Director for Student Development, Co-Director for Recruitment and Acting Director for the Multicultural Engineering Program (MEP) at the University of Colorado at Boulder from 2002–2009. She was responsible for recruiting and retaining historically underrepresented students to the College of Engineering and Applied Science. The MEP offered a number of resources, scholarships and opportunities to all participating students in a welcoming and vibrant academic community. She also served as the adviser for National Society for Black Engineer (NSBE) and the American Indian Science and Engineering Society (AISES) Regional Conference Planning Committee in 2005.

Aleja Parsons is pursuing her PhD as a first year graduate student at the University of Denver. Her research interests include exploring how culturally unique experiences impact African American marital relationships and family structures. Aleja is currently working on her Master's thesis which will focus on how attitudes towards marriage, divorce and co-habitation impact dating decisions and relationship satisfaction. Originally from Atlanta, GA, Aleja received her B.S. in psychology from Howard University in 2010. Following her undergraduate graduation, Aleja spent a year volunteering in Senegal which inspired her future goals to apply a global perspective to the advancement of research on African American couples.

Adrienne Martinez comes to the Center from the DU Office of Alumni Relations, where she was responsible for engaging alumni affinity groups by partnering with volunteer leaders to create meaningful and creative programming for alumni of color. Her work with the DU Latino Alumni Association (DULAA) culminated with the creation of the DULAA Scholarship Endowment, which will provide financial assistance to Latino undergraduate students at DU.

Dr. Nicole M. Russell is an Assistant Professor of Education in the Morgridge College of Education at the University of Denver. Dr. Russell holds a degree in multicultural and mathematics education from the University of Washington, where James A. Banks served as her dissertation chair. She also had the privilege to study with seminal scholars such as Dr. Geneva Gay.



HARNESSING THE POWER OF

18th Annual DU Women's Conference

AWARD AND RECEPTION

ROBIN MORGAN AWARD

About the Award

Established in 2001, the Robin Morgan Award is awarded annually to a staff woman who has worked at DU for at least two years, and who exemplifies an advocacy for women and goes beyond her job responsibilities. She should promote and enhance the University community by addressing the concerns of women through her example and her work with other women.

The award is named for Robin Morgan, who worked at DU from 1996-1997, and organized staff women to foster their professional development and enhance the mission of the University through women's voices and competence. The Robin Morgan Award is intended for a woman who carries on these ideals.

About Robin Morgan

Robin Morgan—an award-winning poet, novelist, political theorist, feminist activist, journalist, editor and best-selling author—has published more than 20 books, including the now-classic anthology *Sisterhood Is Powerful*.

Founder and president of The Sisterhood is Global Institute, recent co-founder of GlobalSister.org, and co-founder of The Women's Media Center, she serves on the boards of many women's organizations in the United States and abroad.

In 1990, as editor-in-chief of *Ms.* magazine, Morgan re-launched the magazine as an international, award-winning, ad-free bimonthly, resigning in 1994 to become consulting global editor.

A recipient of the National Endowment for the Arts Prize (poetry) and numerous other honors, she lives in New York City.

Thanks to WAND for hosting the Reception!

WAND — Women's Staff Alliance for Networking and Development

WAND is an organization committed to helping staff women at the University of Denver achieve their highest potential as employees by means of advocacy, education, development and leadership.

WAND provides a safe forum for communicating concerns and ideas while maintaining the maximum level of support for the University mission.

WAND was formed at the merging of the Staff Women's Action Network (SWAN) and the Connecting Staff Women (CSW) group. SWAN and CSW were similar in purpose, so they blended to create a cohesive and stronger campus network for staff women.

WAND meetings are:

- a regular forum for staff women to build cross campus relationships, support each other, identify issues important to staff women, and develop and implement action plans to address these issues;
- open to all DU staff women interested in advocating on behalf of issues important to staff women; and held on the third Wednesday of the month.

WAND is a resource for advocacy, education, development and leadership.

- We distribute information regarding issues important to staff women, including workplace equity, caretaking, flextime, professional development and harassment.

We focus on issues, projects and professional development to DU staff women. Examples include, but are not limited to:

- effective mentoring (being a mentor and/or a mentee);
- how to receive fair compensation and recognition for our work;
- increasing effective communication at DU; and
- creating avenues for professional development and leadership training for DU staff women.



HARNESSING THE POWER OF

18th Annual DU Women's Conference

THANKS TO OUR SPONSORS

