

90-Minute Workshops:

Tami Moser and Dana Gray: Career/Personal Branding

Mary Rose Hart: MBTI

Randy Thurman: Personal Finance/Retirement Planning

Panel on Personal Health and Career Sustainment

45-Minute Breakout Sessions:

Balancing Act: Reflections and Lessons learned from Professional Women in the "Sandwich Generation" - Caring for Parents and Children Simultaneously

Nancy Alexander.

Using transcendental phenomenology, this presentation will explore the experiences and coping strategies of professional women who serve as caregivers for their parents and children simultaneously.

Appreciative Advising: Facilitating Conversations about Academic Successes and Failures

Stephanie Baird, Hannah Leftwich, Amanda Nichols.

As higher education becomes more accessible, more incoming students are underprepared for academic grit and failures. Thus, administrators, faculty, and staff are put in positions where they must play both coach and cheerleader. Appreciative advising can assist with hard conversations that both empower and enable students to feel comfortable with both failure and autonomy. This presentation addresses research on the use of appreciative advising and how female administrators, faculty, and staff can best incorporate these strategies. This presentation will be conducted in a break-out format of this pertinent issue in higher education. During the presentation, we will identify the benefits of appreciative advising, highlight successful approaches, review literature, and connect theory to practice.

Feeding the Good: Strategies for Surviving, Thriving, and Changing Higher Education for the Betterment of Women

Hannah Blackwell.

Women are still struggling for a place in the academy. Once achieving it, a new set of obstacles come into play that further alienates women. This creates stress, tension, and burn-out, among a variety of other issues and ailments. Through the lens of educational theorists and philosophers, this paper attempts to outline the problems and hurdles women with careers in higher education face and the theoretical and philosophical solutions that attempt to address and overcome these gender discrepancies. The paper concludes with practical suggestions and solutions for both surviving and thriving in higher education spaces for ourselves, the students with whom we work, and the academy as a whole.

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What Are You Doing to Flip Your Funnel?

Monique Bruner, Tanisha Woods.

You landed a new job in higher education...now what? After six months in the position, you realize this isn't the right place for you but you are not sure how to change the course of your career. Do you step out on faith and quit your job? Do you use your supreme networking skills to find a new opportunity? Do you seek professional career planning? Do you find a mentor? Or do you take time to find what really means the most for you? We want to assist you in flipping your funnel, finding your passion, and executing a plan to redirect your future.

Keeping the Plates Spinning

Michele Campbell, Sharon Morrison, Kelly D'Arcy.

"In today's society, women in leadership face a number of challenges while being responsible for a number of roles. What are the key components of navigating a positive career trajectory while keeping all of your plates in the air? What does a woman, in today's society, need to have in her tool box to prevent the weight of enormous responsibility from keeping her moving forward with her career? How does she position herself for the next move and advocate for her advancement?"

Jockeying for Position: Women's Historical Journey in Higher Education

Maria Christian.

Revealing a male perspective of women in higher education during the late 1800's, Dr. Edward Clarke believed when women pursued education, their health and family suffered. This is one example of gender perspective differences regarding women in higher education. An historical analysis of women in higher education reveals women's navigation through the three historical periods of oppression, alienation, and liberation. Referencing pictures, historical documents and narratives, this presentation views the history of women in higher education through both historical and contemporary literature. It further highlights women's motivation to overcome gender perspective differences in the pursuit of education.

Assisting Women With Survival and Fatigue In Hostile Working Environments

Rashell Daughy.

This presentation will consist of an interactive discussion between the presenter and conference attendees. Presenter will discuss empirical research of women who have survived and thriving amid hostile work environments and provide steps and options that will lessen the brunt of challenging work settings. Hence, addressing both challenges and triumphs of coexisting in a hegemonic patriarchal atmosphere. The presenter is a scholar in higher education and a nonviolent activist who studies school, community, and societal violence. Audience members will be encouraged to ask questions regarding their coping modalities in uncomfortable work settings. The presenter will facilitate discussion to guide the session, and include bell hooks' ""Sisters of the Yam: Black Women and Self-Recovery"" as a framework of healing and wellness. Attendees will take part in an activity to assist with identifying productive ways to create safe spaces for all.

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Joining Forces: Fostering Creativity and Success across Departments

Jennifer Dennis, Mary Dzindolet, Stephanie Boss, Lisa Huffman.

In the ever-changing, complex, competitive environment of higher education, universities must find creative and innovative solutions for their faculty and students to thrive. In the university system, few decisions, if any, are unilaterally made. However, few faculty members are provided a foundation of how groups and teams work together or of the factors that promote team creativity. In this presentation, a model of collaborative creativity (Paulus & Dzindolet, 2008) will be briefly presented to provide audience members with a foundation for understanding team collaboration. Next, the chairs of a Psychology, Education, and Sports and Exercise Science department, and their Dean will provide specific examples of how an understanding of key variables in the collaborative creativity model helped them to improve creativity and innovation in their departments and in their school.

Empowering Women in STEM through Peer Mentoring

Rachel Fairchild, Hannah Leftwich, Stephanie Baird, Amanda Nichols.

Despite the growing focus on women in science, technology, engineering, and mathematics (STEM) fields, female undergraduates continue to be underrepresented in STEM degrees. Frequently reported barriers to persistence include lower self-efficacy, lack of role models, and diminished sense of belonging. Peer mentoring programs can help empower women students to support each other and connect to professionals, creating a stronger perception of compatibility with STEM careers. This panel presentation highlights local peer mentoring initiatives for women studying STEM fields. We will review literature, share best practices in designing these programs, identify implementation challenges, and discuss next steps.

Empowerment for Excellence: Creating a Support System on Your Campus

Emily Griffin Overocker, Darla Fent, Ty Weldon.

Outside of annual conferences many women working in higher education struggle to find professional networking opportunities and associated support systems for continued growth and development. . At the University of Central Oklahoma, a cross-campus group, Empowerment for Excellence (E4E), was formed to address this issue. During this session E4E board members will discuss how one book and five women discovered they could create campus wide conversation and provide opportunity that would empower the professional lives of the faculty and staff. Learn about key initiatives pursued at UCO to support women and consider the potential to create similar opportunities for the women you work with. Participants will be encouraged to share their insights and ask questions during this interactive session.

The Courage to Act: Narratives of Resiliency in Women Leaders in Higher Education

Karen Haas, Pamela Stinson, Rhonda McClellan.

For women in leadership, recognizing and cultivating a keen sense of psychological hardiness may be essential in developing and nurturing a professional identity. Women leaders tell their stories of facing and overcoming challenges as they navigate the choppy waters of educational administrative leadership. These women relate the strengths that have served them well in claiming their agency and charting lives that they have chosen.

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Family Bridging the Gap for Graduate Success

Christiana Horn, Tiffany Thompson, Sonya Horn.

Several researchers have dedicated their time to better understand struggles of graduate students and factors that influence a student's retention (Tinto, 1987; Maher, Ford, and Thompson, 2004). Family is consistently labeled a core support system that influences a student's retention (Lovitts, 2001). Mallinckrodt and Leong's (1992) findings state that women, graduate students exhibited higher anxiety, more stress, and less support from the family environment. As graduate students and family members, we apply these findings to our school and work life and discuss steps that one could utilize in their own life. These steps are beneficial to all individuals with family members working on a graduate degree. A graduate program may last several years, but family remains after the celebration ends.

Women and Reproduction in the Academy

Glenda Hufnagel.

This presentation will examine the reproductive lives of women employed in the academic setting. It will explore both the challenges and rewards of mothering/grandmothering while employed within an institution of higher education.

Cross-gender Mentoring: Women Mentoring Men in Higher Ed and Business

Denise Landrum-Geyer, Victoria Gaydosik, Amanda Smith, Kandi Wilson.

As the responsibilities women undertake have expanded in higher education and business, we have often found ourselves in positions that life has not prepared us to undertake, such as mentoring young male employees and students. Our panel will explore the challenges, dangers, and rewards of cross-gender mentoring when women are in the authority role. In this interactive discussion, we will offer anecdotes drawn from our personal experiences working with undergraduate students, fellow faculty members, and other new employees, who are the products of higher education mentoring relationships. In addition, we will pose questions that encourage audience members to reflect on the ways in which they have presented themselves in similar mentoring situations.

Climbing the Ivory Tower in Stilettos: How to Promote Higher Education for Women

Victoria McKee, M. Suzanne Clinton.

Males achieve business doctorates at a rate 1.36 times that of their female counterparts. In this panel discussion, presenters will examine ways to promote higher education and practical concerns women may have regarding pursuing higher education. Topics that will be covered include how to: encourage undergraduates to seek higher education, actively recruit women into higher education, obstacles as to why women do not want to pursue a degree in higher education, and how we, as educators, can promote and encourage women to achieve higher education degrees. The panel will consist of four women in higher education who are at different stages in their careers and who had very different journeys in their paths to higher education.

More Issues than Vogue: The Work Life Balance Struggle for Women in Higher Education

Victoria McKee, M. Suzanne Clinton

Women are facing the stress of over-busyness, overworking, over-connecting on social media, and under-connecting with one another and ourselves. This professional development workshop will be a panel discussion that examines the work-life balance of women in higher education. Each of the panelists are at a different stage in their life (e.g., single, married, expecting, young children and grown children) and their career (non-tenured, tenured, administrative assignments), and each stage has its different unique opportunities and challenges. It is important for women to recognize the importance of empowering others and that each stage of life and career has its struggles and concerns. Panelists will share their experiences while also talking about how to better their work life balance.

Empowering One Another: Gendered Challenges, Opportunities, and Strategies for Success in Academic Leadership

Rozilyn Miller, Mary Carver, Darla Fent, Katrina Lacher, Patricia Loughlin, Charleen Weidell.

The pathway to leadership roles in academia for women is filled with challenges, strategies for success, and empowerment opportunities. As new and experienced assistant department chairs, department chairs, and assistant deans from three colleges, our experiences provide a framework for discussion to provide insight for other women considering academic administrative roles. Panelists will discuss their various paths to their current roles, make suggestions for those hoping to follow similar paths, and provide advice they wish others had given them earlier in their journeys. Audience members will have opportunities to ask questions and contribute their own stories and strategies on their pathways to leadership roles.

For "Mature" Audiences Only

Lori O'Malley, Brecca Farr.

We know how they dress, how many text messages they send in a day and we see their selfies everywhere, but what do we know about staying relevant to the millennial crowd without losing our own sense of self? Most talk of generations in the work place say our values don't exactly align with theirs and even when they do, they may be expressed differently. Like us, you undoubtedly have a lot of knowledge and expertise to share with the younger generation. Let us empower one another in assuring we don't come across as too "old school", motherly, or even grandmotherly. We invite you to join us, a baby boomer and a gen x-er, in a lively discussion of relating to the seemingly ever younger crowd filling the hallways of higher ed. You will have fun and take away strategies for use in your work and home lives - we almost guarantee it!

New Girls on the Block: The Road to Faculty Positions

Susan Scott, Karis Barnett, Kimberly Pennington, Linda Harris.

Knowing how to prepare for and find a faculty position can be challenging and career planning is needed. A panel of three new faculty members, led by a seasoned faculty member will share their different career journeys to faculty positions. They will discuss their collegiate preparation, transition time, job search, hiring process, and their new position. Next, they will share ideas, suggestions, aspects to avoid and surprises they ran into along the way that may help women seeking faculty positions. There will be a time set aside for question and answers.

Keynote Follow Up Session - Marie Foster Gnage

Career Workshop Follow Up Session - Elizabeth McDaniels

Mentoring - Ronna Vanderslice

Oklahoma Teachers Retirement System Overview - Dixie Moody

Personal Health/Career Sustainment Panel

OKWHE Job Shadowing Program

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