



# 2007 Virginia Network State Conference

Women's Leadership-Reaching Back and Moving Up

June 1, 2007 University of Virginia  
Charlottesville, VA

General Information • Location & Lodging  
Schedule • Speakers • Registration

▼ Schedule

## Friday, June 1- Newcomb Hall

**7:45 a.m. Registration Opens - Newcomb Hall Ballroom**

**7:45-8:45 Continental Breakfast and Informal Networking**

Newcomb Hall Ballroom, Third Floor

**8:15-8:45 Newcomer's Session**

Newcomb Hall

**9:00 - 9:30 Plenary Session - Newcomb Hall Theatre**

Welcome and Opening Remarks:

- Anda L. Webb, Conference Chair and Senior Associate Provost, University of Virginia
- Connie J. Gores, State Co-Coordinator, Virginia Network
- John T. Casteen, III, President, University of Virginia

**9:30 - 11:30 Keynote Panel of Women Presidents - Journey to Leadership  
Newcomb Hall Theatre**

Moderator: Patricia Cormier, President, Longwood University

Belinda Childress Anderson, President, Virginia Union University

Nancy Oliver Gray, President, Hollins University

Rosalind Reichard, President, Emory and Henry College

Elizabeth Crowther, President, Rappahannock Community College

**11:45 - 1:15 Lunch - 30th Anniversary Celebration  
Newcomb Hall Ballroom**

- Introductory Remarks, Connie J. Gores, State Coordinator and Chair, Virginia Network
- Donna Phillips, Director, Office of Women in Higher Education, American Council on Education
- Keynote Speaker: Donna Shavlik, Former Director, Office of Women in Higher Education, ACE
- Closing Remarks, Loretta Seigley, State Co-Coordinator and Co-Chair, Virginia Network

**1:30 - 2:25 Workshop Session I - Select one**

### **A Conversation with Women of Color (Commonwealth Room)**

Busy and successful women rarely have a chance to share their insights, challenges, and achievements with other women in an informal setting where they can answer questions and give examples of steps leading to their executive leadership positions.

This session provides a unique opportunity for participants to hear first-hand from current leaders. Topics will include steps to success and advice to aspiring young women on how they too can make a difference, open a door, and balance all aspects of their lives and in tandem with success in their professional leadership positions.

Moderator: Maxine Singleton, Vice President of Instruction and Student Development, Paul D. Camp Community College

Panelists:

Denese L. Jones, Dean, College of Education and Human Services, Longwood University

Hortense Hinton, Provost, Northern Virginia Community College

Nannette Smith, Vice President of Instruction, J. Sargent Reynolds Community College

**Leading from the Middle (South Meeting Room)**

Leadership is often defined by relationships and context. In higher education, leadership frequently emerges within a group process as various university constituents reflect on planning or problem solving. Individuals may be empowered to exert leadership within group settings and leadership potential is frequently identified as individuals "lead from the middle." Empowerment is an important component of leadership that emerges through personal strength and effective communication within groups. It requires active listening to others as well as tuning in to one's own senses and perceptions. This session will explore opportunities for empowered individuals to "lead from the middle" and identify potential strategies to capitalize on such opportunities.

Presenter: Loretta Seigley, Vice President for Academic Affairs, Marymount University, and State Co-Coordinator, Virginia Network

**Policies and Practices to Attract and Retain Talented Faculty Members (Newcomb 389)**

This workshop will provide a brief national overview on the changing demographics of the faculty and the strategies that institutions are adopting to attract and retain talented tenured and tenure-track faculty. Loss of Ph.D. women at every stage of the academic pipeline, particularly in science and engineering, is a driving force for change. New or revised policies, practices, and programs are critical tools for creating greater career flexibility. Virginia Tech has adopted new or revised policies for stopping the tenure clock, modified duties, part-time tenure track, dual career services, and daycare so that faculty members can better balance their professional and family or personal obligations. These examples will be shared as possible models for other institutions to borrow and adapt.

Panelists:

Gloria Thomas, Associate Director, American Council on Education, Office of Women in Higher Education

Patricia Hyer, Associate Provost for Academic Administration, Virginia Tech

**Celebrating Women's Leadership through the Poetry of African American Poets (Art Gallery)**

This program will feature readings from African American women poets to highlight the leadership they have provided in contemporary society. Participants will be inspired to emulate these outstanding models by understanding the messages in their work.

Joanne V. Gabbin, Executive Director, Furious Flower Poetry Center James Madison University

**Michigan's Proposition 2 and California's Proposition 209: Long and Short Term Effects Beyond Their Borders (Newcomb Board Room)**

This workshop will provide a brief overview of the development and passage of Propositions 2 and 209 which prohibit state, local governments, districts, public universities, colleges, and schools, and other government instrumentalities from discriminating against or giving preferential treatment to any individual or group in public employment, public education, or public contracting on the basis of race, sex, color, ethnicity, or national origin. Panelists will provide background on the political climate that enabled the legislation to be successfully approved as well as describing the far-reaching effects on higher education. Information about Virginia's legislative process, including the initiation and advancement of referenda, will be shared.

Moderator:

Teresa Gonzalez, Vice Provost, James Madison University

Panelists:

Donna Phillips, Director, Office of Women in Higher Education, ACE

Fran Bradford, Associate Vice President for Government Relations, William and Mary

**Perfectionism Among College Students: Dynamic or Deadly? (Kaleidoscope Room)**

Staff and faculty members in higher education are noticing a rise in unhealthy attributes and behaviors associated with a striving for perfectionism among traditional-age college students. This session will examine the effects of perfectionism on students' lives and the underlying causes of this behavior. Participants will learn about three areas dealing with perfectionism: a basic knowledge of relevant research on perfectionism; an understanding of the variants of perfectionism and how factors such as gender, ethnicity, and socioeconomic class play a role; and ways in which different campuses have grappled with this phenomenon.

Moderator:

Laurie Neff, Dean of Students, Randolph Macon College

Panelists:

Juliette Landphair, Dean, Westhampton College, University of Richmond  
Kerry Fankhauser, Assistant Dean, Westhampton College, University of Richmond

**2:35 - 3:30 Workshop Session II - Select one**

**Lessons Learned and Dreams Fulfilled: Words from the Wise (Commonwealth Room)**

Are you actively pursuing other positions in higher education? Or are you planning to enter the job market soon? Are you curious about the experience of others who have recently been in searches? Would you like to know how to launch a successful search and what to avoid? Are you curious about what it's like to be part of a search process and not be the chosen candidate? What would you do if you were in an on-campus search and you did not get offered the position? How would you work with the successful candidate?

These questions (and more) will form the backdrop for this interactive workshop focused on the experiences of our panelists, all of whom have been in recent searches. Speaking from personal experience, the panelists will offer insights and advice; they will provide tips on what to do and what to avoid. Panelists will share their stories and the lessons they learned. Audience members will be challenged to think differently about the search process and what it means to fulfill dreams.

Panelists:

Connie J. Gores, State Co-Coordinator, Virginia Network  
Virginia McLaughlin, Dean, School of Education, William and Mary  
Maxine Singleton, Vice President of Instruction and Student Development, Paul D. Camp Community College

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