



**TOGETHER  
WE  
RISE**



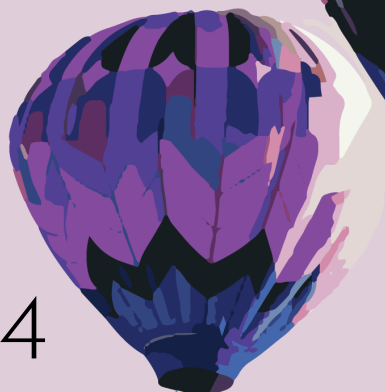
WASHINGTON STATE  
UNIVERSITY



University  
of Idaho



**WOMEN'S  
LEADERSHIP  
CONFERENCE  
PROGRAM**



APRIL 2, 2024

# ABOUT THE CONFERENCE

## ABOUT

The Women's Leadership Conference (WLC) is a day of learning, networking and sharing. A partnership between University of Idaho and Washington State University, this event is open to individuals of all gender identities who seek to support and empower women in leadership.

## CONFERENCE THEME

Join us to celebrate our differences, build common ground and create an empowered community of professional colleagues.

## ATTENDEE EXPECTATIONS

- Please wear your name badge! It acts as your ticket into all sessions, the luncheon, and the closing plenary .
- 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.

## NEED TO KNOWS

- Wifi Password: uibwplus
- A lactation room is available for attendees. Visit the check-in table for the key and room location.
- Following the conference, please join Athena for a no-host social in Seasons Bar & Grill.

## LEARNING OUTCOMES

1. Gain an understanding of persistent barriers to collaboration, women's leadership, and professional opportunities, with a focus on the impact of intersectionality.
2. Foster connections with colleagues and establish diverse, inclusive networking structures to support both personal and professional growth.
3. Develop and enhance skills and tools for continuous personal and professional development.
4. Learn effective strategies to empower and uplift the voices of all women, including those from marginalized and underrepresented groups such as Black, Indigenous, and women of color, LGBTQIA+ women, within the workplace.

# SCHEDULE AT - A - GLANCE

7:30 A.M. - Registration and Coffee Social	University
8:00 A.M. - Opening Remarks	University
8:30 A.M. - Keynote Speaker 1: Dr. Miriam Kirmayer	University
9:30 A.M. - Break	
9:45 A.M. - Breakout Session I See page 5 for speakers and topic information	Gold/Silver/Washington/Idaho
10:45 A.M. - Break	
11:00 A.M. - Breakout Session II See page 6 for speakers and topic information	Gold/Silver/Washington/Idaho
12:00 P.M. - Lunch & Keynote Speaker 2: Stacy Chapin	University
1:00 P.M. - Break	
1:15 P.M. - Keynote Speaker 3: Dr. Patrice Buckner Jackson	University
2:45 P.M. - Break	
3:00 P.M. - Breakout Session III See page 7 for speakers and topic information	Gold/Silver/Washington/Idaho
4:00 P.M. - Break	
4:15 P.M. - Keynote Speaker 4: Dr. Katherine G. Aiken	University
5:00 P.M. - Closing Remarks	University
5:30 P.M. - Conference Reception (No-Host)	Seasons Bar & Grill

# KEYNOTE SPEAKERS

## DR. MIRIAM KIRMAYER

Dr. Miriam Kirmayer is a clinical psychologist, leading friendship expert and one of the most influential speakers on human connection and social support. With over a decade of research in the science of friendship, Dr. Miriam has developed a unique approach to building, strengthening, and celebrating our connections, as a way to invest in our personal, professional and social growth.

Through her inspiring keynotes, consulting work, media engagements and courses, Dr. Miriam helps people around the world harness the power of human connection to build resilient relationships, supportive workplaces and deeply fulfilling lives.

In addition to helping businesses and organizations bridge the connection divide and create powerful cultures of belonging, she sits on the Mental Health Advisory Board of Wondermind and consults with The Foundation For Social Connection. Dr. Miriam regularly contributes research driven insights and relatable advice to top outlets including The Atlantic, BBC, Forbes, The New York Times, Times and more.



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## STACY CHAPIN

Stacy Chapin founded [Ethan's Smile](#), a nonprofit foundation providing scholarships throughout Skagit Valley, Washington. Funds raised benefit students' post-high school academics and include scholarships for those applying to the University of Idaho – where her triplet children attend school.

The foundation honors Ethan Chapin, one of her triplets who was senselessly murdered along with three other kids in an off-campus house in November 2022.

Today, Stacy aims to be her son's voice and ensure his legacy lives on through others. In June 2023, she wrote the book, "The Boy Who Wore Blue" to continue to tell Ethan's love for life, people and new adventures. The colorful story is inspired by her family's memories and real-life pictures. A portion of the proceeds from each book benefits Ethan's Smile.

# KEYNOTE SPEAKERS

## DR. PATRICE BUCKNER JACKSON

Dr. Patrice Buckner Jackson, known in her community as Dr. PBJ, gives educators the strategies for accomplishing purposeful work without burnout.

Dr. PBJ is an educator of almost 25 years and an Executive Coach for more than 10 years. She holds a doctoral degree in Education Administration, served in executive leadership at colleges and universities and facilitates leadership training as a faculty member for the Center for Creative Leadership. Dr. Jackson worked in higher education at many levels, from student assistant to President's Cabinet, and is the recipient of several professional awards and accolades.

Dr. Jackson founded EduCare Training and Consulting, LLC through a purpose of pouring in to those who pour out so much. Much of her work is specifically focused on equipping and refreshing educators. Compassionate work can carry a high price tag: your mind, body, spirit and relationships may be in distress as you serve the needs of others. Dr. Jackson leads her community to serve well without paying an ultimate price.

Dr. PBJ is the creator and host of the Disrupting Burnout podcast as well as the author of the Amazon #1 new release and Amazon best-seller, Disrupting Burnout: The professional woman's LIFELINE to finding purpose.



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## DR. KATHERINE G. AIKEN

Katherine G. Aiken is professor of history emerita at University of Idaho where she also served as College of Letters, Arts & Social Sciences Dean and Interim Provost and Executive Vice President. Aiken was chair of the Idaho Humanities Council and served as a Latah County Historical Society board member and on the University of Idaho Library Advisory Board. She is currently a member of the Idaho Public Television Board and the Idaho Historic Sites Commission.

Aiken's American history scholarly areas of interest include social and cultural history, labor history, women's history, mining and the environment. She is the author of four books and many articles dealing with those topics. She is the recipient of the Idaho Historical Society Esto Perpetua Award for service to Idaho History and the Idaho Humanities Council Outstanding Achievement in the Humanities Award.

# BREAKOUT SESSION I

9:45-10:45 A.M.

## EMBRACING DIVERSITY: NAVIGATING BIRACIAL IDENTITY IN IDAHO'S WORKFORCE AND PWI EDUCATION

**Bex Riehm, Black African American Cultural Center, University of Idaho**

Location: Gold Room

This session will focus on Cultural Identity Dynamics where one will explore biracial intersectionality and the diverse influences of a San Diego upbringing on identity. Gain insights into the nuanced experiences of biracial individuals navigating cultural dynamics. While navigating Idaho's Professional Landscape, we will address challenges faced by diverse individuals in Idaho's professional sphere. Learn techniques for cultivating inclusivity and thriving within the state's diverse professional environment. Within PWI Education, we will discuss the minority experience in predominantly white educational institutions and strategies for creating inclusive learning environments. Lastly, Building Bridges and Fostering Understanding will emphasize the importance of constructive dialogue in bridging cultural divides. Learn practical steps for advancing diversity, equity, and inclusion in various contexts.

## TRAILBLAZING LEADERSHIP: PERSONAL BRANDING, INNOVATION, AND INCLUSIVITY IN HIGHER EDUCATION

**Mya Pronschinske Groza, Ph.D., University of Idaho**

Location: Silver Room

Embark on a transformative session with a trailblazing leader in higher education. Learn about crafting a compelling narrative, embracing intersectionality in branding, and leveraging social media strategically. Tailored for current and future leaders, gain actionable networking strategies to advance in higher education with inclusivity and innovation.

## WHY OBJECTIVE OUTCOMES SHOULD NEVER BE THE GOAL OF LEADERS: LESSONS LEARNED FROM THE ATHLETIC COACHING LANDSCAPE

**Samantha Lewis, Ph.D. Candidate in the Center for ETHICS\*, University of Idaho; Sharon K. Stoll, Ph.D., Director and Professor of the Center for ETHICS\*, University of Idaho**

Location: Washington Room

The "win-at-all-costs" culture in sports can make even the most well-intentioned coach sacrifice an athlete's wellbeing to win. Our purpose is to: 1) discuss the coach's role in the athlete's journey, 2) how coaches help athletes develop meaningful connections to movement, and 3) how coaches create playgrounds in structured environments.

## DANCING THROUGH THE UNEXPECTED: CULTIVATING PLANNED HAPPENSTANCE IN CAREERS

**Bethany Martens, University of Idaho**

Location: Idaho Room

Discover how self-doubt isn't just a women's issue and systematic changes in career conversations can help bridge the gender gap. In this workshop, you'll learn how to mentor women using pragmatic and imaginative support through 'Planned Happenstance,' and be empowered in your own career journey to take each step with confidence.

# BREAKOUT SESSION II

11:00 A.M.-12:00 P.M.

## EMPOWERING WOMEN THROUGH REMOTE WORK

**Stephanie Guyton, University of Idaho**

Location: Gold Room

Women in today's workforce continue facing challenges that generations of women have while facing new or exacerbated challenges such as affordable housing, childcare, and work-life imbalance. Although not a fix-it-all solution, remote work is helping empower women to find work situations that allows them to meet personal and professional goals.

## CREATIVE CIRCLES: BUILDING PEER SUPPORT FOR WRITING, SCHOLARSHIP, AND PROFESSIONAL GOALS

**Katie Forsythe, Melissa Parkhurst, Blythe Duell, Leeann Hunter, Lisa Waananen Jones, Caitlin Bletscher & Robin Ebert Mays, Washington State University**

Location: Silver Room

Creative Circles is an innovative peer mentoring program at Washington State University that meets weekly to make progress on group members' writing, scholarship, and professional goals. In this session, attendees will learn how to develop and sustain their own Creative Circle and improve elements of their writing practice.

## THE CHALLENGES OF MENTORING FEMALES WITH PHYSICAL DISABILITIES TO BE SUCCESSFUL LEADERS

**Aubrey Shaw, Ph.D. & Sharon K. Stoll, Ph.D., Center for ETHICS\*, University of Idaho**

Location: Washington Room

Most abled-bodied leaders are well educated, well intentioned, and believe they know best. Often these beneficent mentors guide females with physical disabilities. Our purpose is to: 1) discuss the needed mentor/mentee relationship for females with physical disabilities, and 2) examine the challenges of mentoring a female with a physical disability.

## NAVIGATING SUCCESS: FROM LADDERS TO JUNGLE GYMS - A PERSONAL AND PROFESSIONAL ODYSSEY

**Sophia Gaither, MS, Director of Career Services, University of Idaho**

Location: Idaho Room

This presentation will explore the metaphor of the career jungle gym, where lateral moves, unexpected drops, and strategic climbs are all part of the adventure towards personal and professional fulfillment. Sophia will intertwine her rich experiences, from the challenges and triumphs of raising children and pursuing higher education to the bold step of founding a travel agency focused on global engagement and co-partnering a consulting group focused on mindfulness and self-compassion. Attendees will leave inspired by Sophia's resilience, creativity, and dedication to fostering a more connected and understanding world. Through anecdotes and insights, she will demonstrate that embracing the unpredictable swings and shifts of a jungle gym career can lead to unexpected opportunities, profound growth, and, ultimately, a more rewarding journey.

# BREAKOUT SESSION III

3:00-4:00 P.M.

## MAKING CHANGE THROUGH COMMUNITY COLLABORATIONS

**Melinda Schab, General Manager, Moscow Food Co-Op & Mario Pile,  
Director, Black/African American Cultural Center, University of Idaho**

Location: Gold Room

In our age and culture, getting to the point and bottom line has become so much the norm, even in spaces that require higher levels of compassion, empathy, and kindness. When you even mention relationships, many automatically, at least, listening wise, cut you off because they “don’t do that touchy feeling stuff.” If you want to get past the superficial dynamics of merely trying to work together and are interested in change-making collaboration, then this is the session for you. Learn about relationship building that allows for the sharing of ideas and thoughts to build up our community. Ask the tough and uncomfortable questions you have been burning to ask. Participants will be challenged to think and find ways to act in real time, now.

## EMPOWERING WOMEN: AUTHENTIC LEADERSHIP AND ORGANIZATIONAL INNOVATION

**Juhee Kim, Ph.D., Clinical Assistant Professor of Educational Leadership, University of Idaho;  
Agyemang Amofa Prempeh, Ph.D. Candidate in Educational Leadership at the University of  
Idaho; Laura Holyoke, Ph.D., Department Chair of Leadership & Counseling, University of  
Idaho**

Location: Silver Room

This interactive session focuses on women's leadership in higher education, showcasing how authentic leadership, error management, and organizational innovativeness intersect. It explores authentic leadership's role in driving organizational innovation and providing tailored strategies for professional growth. Participants gain empowerment through research-driven insights for navigating workplace challenges.

## INSIGHT INTO CHILDCARE: AN EXAMINATION OF THE CHILDCARE WORKFORCE AND THE IMPACT OF CHILDCARE ON WORKING MOTHERS

**Melissa Crist & Sarah Deming, University of Idaho**

Location: Washington Room

This session will review the state of Idaho’s childcare workforce and present real-life stories highlighting the myriad barriers to accessing high-quality childcare. The presentation will focus on the direct impact of these barriers on working mothers and explore opportunities for women in leadership to increase childcare advocacy.

## UNLEASHING THE POWER IN VOLUNTEERING

**Summer Howard, Washington State University**

Location: Idaho Room

“Unleashing the Power in Volunteering” will explore the impact of volunteerism on society, communities, and individuals. Through research and real-world examples, this presentation highlights the relationship between professional development and volunteerism, showcasing how volunteering improves physical health and fosters personal growth, strengthens connections, and builds leadership skills, all while addressing societal challenges.



# THANK YOU!

## SPECIAL THANKS

Best Western Plus University Inn  
Kristy Mayer & U of I Conference Services  
Hank Heusinkveld Photography  
U of I Creative Services

## PLANNING COMMITTEE

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Jessica Perone  
Lillian Root  
Lisl Wiedemann

### Community

Alison Petty

## DONORS

Tulips donated by Stacy Chapin

\*Denotes Planning Co-Chair  
+Denotes Subcommittee Chair



# TULIP BUNDLES

TULIP BUNDLES ARE AVAILABLE FOR PURCHASE WITH A CASH DONATION AFTER THE CONFERENCE TODAY. TULIP SALES WILL BE LOCATED AT REGISTRATION. ALL PROCEEDS WILL GO TO THE ETHAN'S SMILE FOUNDATION.

