



March 30, 2017
8:00 AM - 5:00 PM

LEANED

ON 

while **LEANING**
 **IN**
VALUING WOMEN'S INVISIBLE LABOR

BEST WESTERN PLUS UNIVERSITY INN | MOSCOW, IDAHO

Hosted by the Athena Professional Women's Organization, the Women's Center and the Professional Development and Learning Office. Sponsored by the University of Idaho Office of the President, WSU President's Commission on the Status of Women, WSU-ADVANCE, WSU Women's Resource Center, and the LCSC Office of the Provost.

CONFERENCE PROGRAM

uidaho.edu/wlc

CONFERENCE LEARNING OUTCOMES:

Conference participants will:

- 1) Understand improvements and continued barriers to collaboration, women's leadership, and professional opportunities.
- 2) Learn ways leaders may empower teams, networks, workplaces, and communities to collaborate and create inclusive and supportive environments for all.
- 3) Discover and build one's own leadership style by developing skills and tools for continuing personal and professional growth.
- 4) Learn ways to empower an inclusive and supportive workplace and community irrespective of social identity, status, or institutional role.

These general conference learning outcomes were developed as the overarching goals of the Women's Leadership Conference. We understand and appreciate the individual workshops and sessions will vary in terms of facilitating each of these outcomes.

University of Idaho

Office of the President

875 Perimeter Drive MS 3151
Moscow, ID 83844-3151

president@uidaho.edu
www.uidaho.edu/president
(208) 885-6365

March 2017

Dear Conference Participant,

Welcome to the University of Idaho's 2017 Women's Leadership Conference. We are proud to host this significant professional development opportunity once again.

Our university is committed to building a diverse and inclusive community for faculty, staff, and students. We realize that the perspectives and understandings that come from that commitment are tools to build a stronger university for all people. My thanks and appreciation go out to the Women's Center, Athena, and the Professional Development and Learning Office. The partnership of these organizations contributes invaluable resources, connections, and opportunities not just at this conference but all year.

It is gratifying to know that our goals for diversity and inclusion are shared by our neighboring institutions. Thanks to Washington State University and Lewis-Clark State College for supporting and partnering with us on this event. We welcome the chance to strengthen our culture of opportunity across the region.

This year's theme, "Leaned On While Leaning In: Valuing Women's Invisible Labor," is an important topic. At the University of Idaho, we view professional opportunity as a pipeline. We know that our working, learning and living environments are better served when the contributions of all people are visible and valued. I look forward to seeing what feedback, practices, and strategies emerge from this conference that contribute to that goal.

Congratulations on getting involved and seizing a great opportunity at this conference. I have no doubt it will prove an edifying experience.

Sincerely,



Chuck Staben
President



Moscow

Boise

Coeur d'Alene

Idaho Falls

Statewide Research and Extension

To enrich education through diversity, the University of Idaho is an equal opportunity/affirmative action employer.

SOCIAL MEDIA at the WLC 2017



Find us on Facebook! www.facebook.com/uiwomensleadership



Use the hashtag #UIWLC2017 to tweet throughout the day

Letter from the President



Conference Schedule At-a-Glance

Thursday, March 30, 2017

7:45 - 8:30 am	Conference Registration & Coffee Social	University/Empire/Palouse Rooms
8:30 - 9:45 am	Welcome to Conference, Co-Chairs Theme Speaker: Dr. Kelly Ward	University/Empire/Palouse Rooms
10:00 - 11:30 am	Concurrent Workshops - Session I See detailed descriptions on page 6	Gold/Silver/Washington/Idaho Rooms
11:45 - 12:45pm	Luncheon Keynote Speaker: Dr. Donna King	University/Empire/Palouse Rooms
12:45 - 1:15 pm	Poster Session & Networking Book Signing by Dr. King	University/Empire/Palouse Rooms
1:30 - 2:30 pm	Concurrent Workshops - Session II See detailed description on Page 6-7	Gold/Silver/Washington/Idaho Rooms
2:45 - 3:45 pm	Concurrent Workshops - Session III See detailed description on Page 7	Gold/Silver/Washington/Idaho Rooms
4:00 - 5:00 pm	Plenary Session — Dr. Donna King, Dr. Mary Beth Staben, Dr. Noel Schulz, Dr. Kelly Ward, Dr. Lori Stinson	University/Empire Rooms
5:30 - 7:00 pm	Athena Woman of the Year Awards and Reception *RSVP Required with Registration	Silver/Gold Rooms

About the Conference



About the Conference

The sixth University of Idaho Women's Leadership Conference invites all women in higher education - students, staff, and faculty to convene to celebrate our differences and create an empowered campus community more inclusive of women as a group, irrespective of gender identification, sexual orientation, or institutional role. The theme of this year's conference is "Leaned On While Leaning In: Valuing Women's Invisible Labor." Conference sessions focus on women in leadership, transitions between professional and personal roles, professional development skills, and exploration of current research on women and gender.

Conference Theme

"Leaned On While Leaning In: Valuing Women's Invisible Labor"

This year's conference theme, "Leaned On While Leaning In: Valuing Women's Invisible Labor," will examine how women professionals often experience and deliver disproportionate levels of invisible labor in the workplace, including tasks and responsibilities not detailed in their job descriptions, emotional care work with constituents and colleagues, and other unquantifiable tasks that are vital to their organizations' success, and yet are rarely recognized or rewarded.

The conference will explore ways in which we can shift our thinking and systems of value to place greater emphasis on the importance of this invisible work, and address alternatives to "leaning in" that value all of the contributions of women professionals.

Raffle Prizes!

There will be drawings throughout the day for fantastic raffle prizes donated by local and partner businesses. Look for the raffle ticket in your conference name tag. Must be present to win!

Conference Planning Committee

Stacey Camp, Anthropology
Amy Canfield, History, LCSC
Erin Chapman, Family & Consumer Sciences
Mandi Coulter, PDL
Jamie Garlinghouse, Career Services
Jane Hokanson, Registrar's Office
Leontina Hormel, Sociology & Anthropology
Krissi Levan, Sociology
Shannon McGowan, Education
Melanie-Angela Neuilly, Criminal Justice, WSU
Katie Noble, Health Education, WSU
Chloe Rambo, University Advancement
Lysa Salsbury, Women's Center
Emily Tuschhoff, Vandal Health Education

Conference Attendee Expectations

- Please wear your name badge! It acts as your ticket into all sessions, the luncheon, and the evening Athena reception - if you RSVP'd for that event - and it will help you meet more people!
- 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 Featured Speakers

OPENING THEME SPEAKER | Dr. Kelly Ward

Kelly Ward was named chair of the Department of Educational Leadership and Counseling Psychology at Washington State University in 2011, after serving as interim chair for a year. While at WSU, she has taught Administration of Higher Education, Critical Issues in Higher Education and Student Affairs, Student Services, Seminar in Higher Education, and College Teaching. She previously taught at Oklahoma State University and worked as an administrator and faculty member at the University of Montana. In her work, she has been part of a longitudinal study related to how women manage work and family throughout different career stages. In her life, she is mother to three teenagers.

Her research explores different aspects of academic careers, including work and family. She, along with co-author Lisa Wolf-Wendel, authored the book "Academic Motherhood: How Faculty Manage Work and Family." Dr. Ward's research looks at life experience and makes suggestions about changes in the work place that can help work domains integrate more smoothly with life domains. Dr. Ward is interested in faculty issues, including integration of teaching, research, and service; work and family concerns for faculty; faculty career development; and faculty diversity in science, technology, engineering, and math (STEM). She is also interested in the service role of higher education including faculty outreach and engagement.



PRESENTING:
Lean in? Back out? Lie down?: Career Perspectives for Women as Leaders and Professionals

KEYNOTE SPEAKER | Dr. Donna King

An active feminist teacher and scholar, King has consistently promoted women's and gender studies at University of North Carolina Wilmington and in the community through mentoring students, organizing programming, collaborating with colleagues, contributing to the institution's core sociology curriculum (including the areas of media and popular culture) with up-to-date course materials that reflect her ongoing commitment to women's and gender studies, and through her feminist public scholarship. King has produced a substantial body of feminist scholarly work. Her book, "Men Who Hate Women and Women Who Kick Their Asses: Stieg Larsson's Millennium Trilogy in Feminist Perspective" (Vanderbilt University Press, 2012) is an edited collection of essays by prominent American and Swedish feminist scholars that analyzes cultural messages about misogyny and violence against women, gender and power and the wide range of feminist responses to Larsson's hugely popular work.

King served as producer and writer for the award-winning documentary film, "It's a Girl Thing: Tween Queens and the Commodification of Girlhood," which critically and creatively examines the development and impact of pervasive corporate marketing to young girls. She helped organize a two-day UNCW Girlhood event to bring these issues to the local community, which included screening the film and acting as a panelist for discussion.



PRESENTING:
Letting Go of Leaning In: Competing Stories of Striving and Care-taking

Conference Plenary Speakers



Dr. Mary Beth Staben

Mary Beth Staben, Ph.D., was born in Georgia, but grew up in Missouri, Indiana, Illinois and Massachusetts. In 1978, she graduated from Smith College in Massachusetts with a bachelor's in chemistry and went on to do graduate work in chemistry at the University of California, Berkeley. She and President Chuck Staben met while she was at Berkeley. Mary Beth worked for IBM from 1980 until 1991 as a manufacturing engineer, engineering manager, marketing representative and product developer. In 1994, she began a new chapter of her life by entering the University of Kentucky Medical School. She completed her medical degree and residency in internal medicine in 2000. Mary Beth practiced as a hospitalist in Lexington, Kentucky, until moving to Moscow, Idaho in March 2014. She currently practices as a hospitalist at St. Luke's Hospital, spending 10 days a month on shift in Boise.

Dr. Lori Stinson

Lori Stinson, Ph.D., has served as provost and vice president for Academic Affairs at LCSC since May 2013. Prior to that, she served as chair of the Nursing and Health Sciences Division since 2007. She joined the Lewis-Clark State College faculty in 1984 as an instructor until 1986, then rejoined the LCSC faculty as an assistant professor in 1997. She also worked as community health nurse with the Suquamish Tribe in Washington, as a public health nurse with the Seattle-King County Public Health Department; as a rural health volunteer with the Peace Corps in the Dominican Republic; and an ED staff nurse at Gritman Medical Center in Moscow. Stinson earned a bachelor's with a focus on nursing from the Washington State University Intercollegiate Center for Nursing in Spokane. She completed her Masters of Nursing at the University of Washington School of Nursing in Seattle (community health/ transcultural nursing) and her doctorate in adult education from the University of Idaho.



Dr. Noel Schulz

Noel Schulz, Ph.D., received her bachelor's and master's degrees in 1988 and 1990, respectively, from Virginia Polytechnic Institute and State University (Virginia Tech) in Blacksburg, Va. She received her doctorate in electrical engineering in 1995 from the University of Minnesota in Minneapolis, Minn. Schulz has been active for over 23 years in teaching, research and service. She teaches electrical engineering and power engineering topics. Schulz is a Fellow of IEEE and the American Society of Engineering Education (ASEE). Her research interests are in power system design, analysis and operations including rural electrification, smart grid, renewable energy, shipboard power systems and intelligent system applications.



Plenary Roundtable & Host Organizations

The concluding session for our daylong exploration of women's invisible labor in the workplace will feature a discussion panel of senior women administrators, academics, and professionals affiliated with a number of different universities. Dr. Donna King (University of North Carolina-Wilmington), Dr. Kelly Ward (Washington State University-Pullman), Dr. Noel Schulz (Washington State University-Pullman), Dr. Mary Beth Staben (University of Idaho), and Dr. Lori Stinson (Lewis-Clark State College) will share how they have navigated the tension between leaning in and being leaned on while pursuing successful careers in the academy and beyond. Moderator: Dr. Leontina Hormel, Associate Professor of Sociology, University of Idaho. A brief Q&A will follow the panel discussion.



Conference Hosts



Athena is a University of Idaho association of staff and faculty committed to promoting an inclusive and equitable climate for women,

Athena offers members:

- Opportunities to expand professional networks to share mutual workplace concerns and interests;
- Workshops, conferences, and other professional development opportunities;
- An organizational structure and board to advocate for workplace needs and concerns;
- Scholarship opportunities to support the educational efforts of campus women who share our commitment to gender equity and who have financial need.

www.uidaho.edu/diversity/dhr/womens-center/athena



The mission of the Women's Center is to promote and advocate for gender equity on campus and in the community. We facilitate opportunities for learning and activism to support and empower all individuals in building an inclusive and compassionate society.

Since 1972, the Women's Center has offered programs, services and activities that educate, support and help solve real problems for students and others, and that help achieve equity on campus. The Women's Center supports all University of Idaho students, staff and faculty. Because equity is about all people, we provide services for everyone and provide a safe and supportive environment.

www.uidaho.edu/womenscenter



University of Idaho
Professional Development and Learning

Professional Development and Learning, a unit in the office of Human Resources, partners with University of Idaho faculty, staff and administrators to enhance employee excellence and engage in the strategic mission of the university.

PDL collaborates with providers of training from across the University of Idaho in support of employee learning and development. PDL serves as a central resource for developing, delivering and coordinating training, as well as automating administrative functions associated with training and reporting.

www.uidaho.edu/pdl

Workshops and Presentations

SESSION I | 10:00 - 11:30 a.m.

Exploring Shared and Gender-Integrative Leadership in the Workplace

Presenters: Lysie Clott & Katie Dahlinger
Gold Room

The leadership paradigm shift from authoritarian to a shared and gender-integrative approach has clear advantages for working women. When organizations do not achieve gender-integrative leadership, women then carry the burden of leadership roles. Participants will explore this dilemma, identify their leadership roles, and discuss strategies to mitigate the burden.

Speaking Up and Being Seen: A Tangible and Interactive Approach to Navigating Gender Bias in the Workplace

Presenters: Hanna Krauss & Tess Murray
Washington Room

Much as we hate to admit it, women still face gender bias in the workplace. In this interactive workshop, we'll review the latest studies, ensure we can identify gender bias, and practice concrete strategies for navigating workplace situations. We'll end by discussing how to be a good ally to others.

Relationships Matter: Leadership Lessons Built Upon Feminist Values

Presenter: Vicki Stieha
Idaho Room

Conflicting advice abounds when it comes to assuming a leadership approach. The best answer is often, "it depends." Workshop participants can expect to interact with other participants as we examine leadership scenarios, play with question and answer approaches, and build confidence in the power developing your authentic leadership style.

Leaning into Success on Our Terms: Revisiting Roles, Values and Support

Presenters: Caitlin Bletscher & Holli Henning Yaeger
Silver Room

This interactive and reflective session will explore the various roles that women play in professional and personal life, and definitions of success that can unconsciously drive behavior and lead to feelings of over-commitment and scarcity. Through reflective and interactive exercises, participants will revisit their assumptions related to individual roles and identify the values that contribute to success on their terms.

SESSION II | 1:30 - 2:30 p.m.

The Magic of Peer Mentorship

Presenters: Christina Vazquez & Bekah MillerMacPhee
Gold Room

Intersectional feminism is a term used widely in our current wave of feminism, but what does it really mean? Join us for an interactive workshop where we will describe how we practice intersectional feminism professionally, personally, and how we lean on each other do so.

Recognize and Communicate Your Value!

Presenters: Bobbi Hughes & Brenda Helbling
Washington Room

This session will offer personal stories, reflective techniques, and advice on communicating the value of direct and transferable skills women have that contribute to our position in the workplace or in society. We will discuss ways women can articulate their invisible skills as they aspire toward personal and professional growth.

Session II Workshop Descriptions Continue on Page 7

Workshops and Presentations

Session II Continued

Interweaving Different Ways of Knowing for Holistic Healing

Presenter: Jessica Matsaw
Idaho Room

Workshop discussion of the differences between a generalist approach, diversity training, and cultural competency training when developing models of support for minority women who are survivors of abuse and violence, specifically focusing on the need to implement cultural competency training in programs working directly with Native American women.

Your Work Never Stops: Self-Care and Working Within Your Own Identity Group

Presenter: Julia Keleher
Silver Room

In this workshop, participants will learn about the importance of self-care and have a space to discuss the complications of working within their identity based group. The workshop will also provide participants with the opportunity to brainstorm and create a self-care plan.

SESSION III | 2:45 - 3:45 p.m.

Raising Our Voices: Using Storytelling to Define Our Professional Values

Presenter: Leeann Hunter
Gold Room

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.

Preserving Relationships: A Useful Guide for Women in Higher Education

Presenters: Darci Graves & LaChelle Rosenbaum
Washington Room

Pursuing higher education can put a significant strain on interpersonal relationships. This conference session will explore the ways in which women in academia can work to preserve these relationships while simultaneously pursuing post-graduate degrees, or while making the transition to an academic career.

Serving All Women: Including Women with Impairments

Presenters: Aubrey Shaw & Sharon Stoll
Idaho Room

The Americans with Disabilities Act secures equal opportunity and supposedly outlaws discrimination for persons with disabilities. However, the law doesn't always guarantee opportunity. Ableism, like sexism, exists. This session will offer tools such as perception techniques and servant leadership application, which can help women become leaders for those with impairments.

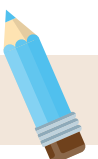
Who We Are, What We Do, and How We Lean In While Being Leaned On

Presenters: Melanie-Angela Neuilly, Katie Cooper and Lindsay Lightner
Silver Room

Representing the entire WSU community, the Commission on the Status of Women advises the President on matters of equity at WSU. While successful in promoting women- and employee-conscious policies at WSU, these women have had to balance the burden of invisible labor as they continue to lean in for change.

Assessment

Please complete the written evaluations at the conclusion of each workshop. A comprehensive conference evaluation will be sent to your email address next week.



Acknowledgements & Reception

Thank You!

The following individuals and groups were instrumental in assisting the planning committee with the various tasks involved in planning and implementing this year's Women's Leadership Conference. We deeply appreciate your contributions!

Brenda Alvarez

Jennifer Bruns

Jane Cox

Jenny Gallegos

Elissa Keim

Sigma Lambda Beta, UI

OUR DONORS:

Sodexo (Vandals Dining)

Blue Cross of Idaho

AFLAC

CVS Caremark

Brenda LeMay

Kristy Mayer

Sean McIlraith

Riley McNamara

Dan Noble

Theresa Nuhn

Vandal Health Education

VALIC

KIND Bars

Terry Guenthner

Nara Woodland, Paper Bird Studio

Cowgirl Chocolates

Megan Pratt

Kendra Rathbone

Erin Rishling

President Chuck Staben

Jen Skinner

Nichole Vietz

Best Western Plus

Starbucks, Palouse Mall

VandalStore

BookPeople

Wal-Mart, Moscow, Idaho

Conference Partners

Supplemental funding for this conference was generously provided by our partners at Washington State University and Lewis-Clark State College. Our thanks and appreciation to the WSU President's Commission on the Status of Women, WSU-ADVANCE, and the WSU Women's Resource Center, and to the LCSC Office of the Provost for their support.



Athena Woman of the Year Awards and Reception

5:30 - 7:00 p.m. | Silver/Gold Rooms

Athena Professional Women's Organization is pleased to be hosting its annual Woman of the Year awards reception after the conference. Please note, attendance is limited to conference participants who RSVP'd for the reception on their registration form.

