



CEW+ Advocacy Symposium

# REDEFINING LEADERSHIP

October 29, 2019

# SYMPOSIUM

## CO-SPONSORS

The CEW+ Advocacy Symposium is organized in partnership with Barger Leadership Institute and Poverty Solutions at the University of Michigan with funding from CEW+'s Frances & Sydney Lewis Visiting Leaders Fund and the CEW+ Mullin Welch Fund.

The **CEW+ Frances and Sydney Lewis Visiting Leaders Fund** promotes diversity and cultural awareness by bringing women leaders to campus.

The **CEW+ Mullin Welch Lecture Series** was established in 1989 by Frances Daseler and Marjorie Jackson in memory of their sister Elizabeth Charlotte Mullin Welch. This fund brings to the University of Michigan campus outstanding women who exemplify Elizabeth's characteristics: creativity, strength of character, and expansive vision.



# WELCOME

In 2017, CEW+ launched the first advocacy symposium to assist students, staff, faculty and community members struggling to advocate for themselves as they were faced with the challenges that accompany lacking resources, training, and identifiable allies. The goal remains the same today with a unique focus on "Redefining Leadership," so that all of us can recognize and acknowledge how we demonstrate leadership in our daily lives. In partnership with Poverty Solutions and Barger Leadership Institute, today is filled with workshops, presentations, and discussions where presenters will give insight into how they demonstrate leadership across contexts and engage us in conversations that challenge normative definitions of what it means to "lead."



There is no one definition; today will not lead to a conclusive answer. Instead, we hope to empower you to define who you are as a leader.

Below are definitions of leadership from different eras. What insight do these definitions provide into how each leader created change?

**Sheryl Sandberg:** *"True leadership stems from individuality that is honestly and sometimes imperfectly expressed. Leaders should strive for authenticity over perfection."*

**Ralph Nader:** *"I start with the premise that the function of leadership is to produce more leaders, not more followers."*

**Admiral Grace Murray Hopper:** *"You manage things. You lead people."*

**Nelson Mandela:** *"It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership."*

**Maya Angelou:** *"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."*

**You:** " \_\_\_\_\_."

We hope you leave feeling inspired and empowered.

Thank you,

A handwritten signature in black ink, appearing to read 'Tiffany Marra', followed by a long, horizontal, wavy line.

Tiffany Marra, PhD,  
Director, CEW+

# SYMPOSIUM AGENDA

- 8:00 AM**      **Check In & Networking Breakfast**  
[Michigan League Concourse & Ballroom](#)
- 8:30 AM**      **Welcome Remarks & Introduction of Keynote Speaker Panel**  
[Michigan League Ballroom](#)
- 9:00 AM**      **Keynote Panel featuring Shannon Cohen and Stephanie Land**  
[Michigan League Ballroom](#)
- 10:00 AM**      **Break**
- 10:15 AM**      **Morning Workshops**  
[Hussey, Kalamazoo, Michigan, Vandenberg](#)
- 11:45 AM**      **Break**
- 12:00 PM**      **Networking Lunch & Carol Hollenshead Inspire Awardees Lightning Talks**  
[Michigan League Ballroom](#)  
  
Natalie Sampson, PhD, MPH  
Wendy Ann Woods, MS  
Marita R. Inglehart, Dipl. Psych., Dr. phil., Dr. phil. habil.  
David C. Michener, PhD  
Michelle A. Meade, PhD
- 1:00 PM**      **Stephanie Land Book Signing with support from Nicola's Books**  
[Michigan League Concourse](#)
- 2:00 PM**      **Afternoon Workshops**  
[Henderson, Hussey, Kalamazoo, Michigan, Vandenberg](#)
- 3:30 PM**      **Break**
- 3:45 PM**      **Roundtable Discussion - [Michigan League Ballroom](#)**  
Three Major HR Challenges That Need to be Addressed at U-M  
  
Rich Holcomb, Associate Vice President for Human Resources  
Laurita Thomas, Special Counsel to Executive Vice President/Chief Finance Officer
- 5:00 PM**      **Closing Remarks**  
[Michigan League Ballroom](#)  
  
Mary Schlitt, Barger Leadership Institute and Tiffany Marra, CEW+
- 5:30 PM**      **Closing Reception (sponsored by Barger Leadership Institute)**  
[Michigan League Ballroom](#)

## ROOM KEY

**2nd Floor:** Ballroom, Concourse, Hussey, Kalamazoo, Michigan, Vandenberg

**3rd Floor:** Henderson

## SYMPOSIUM

# KEYNOTE SPEAKERS



**SHANNON COHEN, MPA**, founder and principal of Shannon Cohen, Inc., is an award-winning industry leader and sought-after strategist, innovator, and inspirational leader. She is an A W.K. Kellogg Foundation Community Leadership Network Fellowship alumnus and Encore Innovation Fellow alumnus of the Grand Rapids Community Foundation. Shannon is also an adjunct faculty member at Grand Valley State University where she is passionate about empowering emerging and existing leaders to be transformative in the communities they serve. Shannon authored *Tough Skin, Soft Heart*, a handbook designed to equip overextended leaders with strategies to navigate the emotional, mental, and physical strain that often accompanies a life committed to advocacy work. She is the co-founder of Sisters Who Lead, a movement birthed from a research study facilitated with Patricia Sosa VerDuin entitled 'Invisible Walls, Ceilings, and Floors: Championing the Voices and Inclusion of Female Leaders of Color in West Michigan' and is designed to advance the wellness and career mobility of women of color to executive leadership.



**STEPHANIE LAND** grew up in a middle-class household but a car accident at age 16 led to her having PTSD. As a young adult, she became a single mother struggling financially to care for her daughter and going to college while trying to escape an abusive relationship. She cleaned houses and went on welfare to cover necessary expenses which later informed her writing on the issues of poverty and public policy. After years on public assistance programs, she finally completed her BA in English & Creative Writing in 2014 and officially ended her dependence on food stamps in 2016. She is currently a fellow at the Center for Community Change and the Economic Hardship Program. Land's debut book, *Maid: Hard Work, Low Pay, and a Mother's Will to Survive* was released in early 2019, debuting at #3 on The New York Times Best Seller list. In this account, Stephanie shares her frustrations navigating government assistance programs that are more hindrance than a help to the working poor.

## PHOTOGRAPHY

Photographs taken at this event may be used on CEW+'s website, marketing materials, and to further our work. Please let a CEW+ staff member know if you prefer not to be part of the symposium photography.

10:15AM - 11:45AM

# MORNING WORKSHOPS

## 1. Finding Your Center: Staying Grounded While Navigating Decision Making and Leadership **VANDENBERG**

Presenters: Morgan Hull, LLMSW and Doreen Murasky, LMSW, ACSW

Every day, whether big or small, hard or easy, you make decisions; from the kind of breakfast you will eat to the leadership roles you undertake to your choice of career path. Decisions, although a part of life, can be stressful. This interactive workshop is created to dedicate a space for you to hit 'pause' and find your center. You will leave equipped with tools and resources to help build resilience and reduce stress by staying grounded while navigating the many decisions you face.

## 2. Advocating for Yourself: A Nontraditional Student's Story of Perseverance **MICHIGAN**

Presenters: Stephanie Land, BA and Poverty Solutions. Moderated by Trevor Bechtel, PhD

This book talk highlights one woman's struggle to escape an abusive relationship and elevate herself out of poverty in a socioeconomic system that seems to penalize the working poor instead of helping them. Stephanie Land cleaned houses and cared for her daughter while studying to attain her undergraduate degree in English from the University of Montana. Now a writing fellow at the Center for Community Change and the Economic Hardship Reporting Project, Land shares her courageous story of perseverance and transformation while navigating a broken system of government assistance, and how she has transitioned into an activist role to change the stigma surrounding people in poverty, especially single mothers.

## 3. Diverse Voices, Sex Discrimination, and the Role of Media in Advocacy **HUSSEY**

Presenters: Sara Fitzgerald, BA, 1972-73 Michigan Daily Editor; Maya Goldman, 2019 Michigan Daily Editor; Nikki Sunstrum, MA, U-M Director of Social Media Communications & Public Engagement. Moderated by Dorine Lawrence-Hughes, JD, EdD, Assistant Dean for Undergraduate Education, U-M LSA

Join us for an exciting inter-generational conversation about women leaders in news and media. Sara Fitzgerald served as the first female editor of The Michigan Daily from 1972-73 (Class of 1973) while at the same time U-M women students and staff were organizing to address sexual discrimination on campus. Fitzgerald, in conversation with Maya Goldman, the current female Michigan Daily Editor-in-Chief, and Nikki Sunstrum, the Director of Social Media and Public Engagement at U-M, will discuss their career paths and recount how women have utilized Michigan media outlets to address inequities in higher education. This workshop will be an interactive discussion that will review critical thinking skills and practical strategies to evaluate news and media content.

## 4. Discovering Our Motivations to Advocate **KALAMAZOO**

Presenters: Tiffany Marra, PhD and Sarah Prince, MA

In this workshop, individuals will be challenged to explore their values around advocacy work and how they define it in their own lives. Everyone will walk away with a personal definition of advocacy and a better understanding of the values that drive their advocacy work.

### ROOM KEY

**2nd Floor:** Ballroom, Concourse, Hussey, Kalamazoo, Michigan, Vandenberg

**3rd Floor:** Henderson

2:00PM - 3:30PM

# AFTERNOON WORKSHOPS

## 5. How Political Climate Can Drive Advocacy **KALAMAZOO**

Presenters: Amber Arellano, MPP and Dessa Cosma, MA. Moderated by Morgan Hull, LLMSW

The 2018 CEW+ Twink Frey Visiting Social Activists will discuss their current research projects and share how the turbulent political climate has impacted the focus of their advocacy work. Amber Arellano will discuss her efforts to bring proven best practices from leading education states to Michigan's educational systems. The second half of this session will feature a presentation by Dessa Cosma on her findings regarding voting rights and accessibility at polling stations.

## 6. Redefining Leadership by Believing and Investing In the Possibility of YOU **VANDENBERG**

Presenter: Shannon Cohen, MPA

Shannon Cohen, author of *Tough Skin, Soft Heart* will offer a session that will empower today's overextended leader to unpack and navigate the emotional, mental and physical strain that often accompanies a life committed to being a difference-maker. Join us for a discussion that will highlight the crucial connection between emotional intelligence and leadership and will offer individual and systems-level self-care strategies for collegiate professionals.

## 7. PANEL: Role of the Ombuds in Promoting Self Advocacy **HENDERSON (3rd floor)**

Jacqueline Bowman, PhD; Michele Hannoosh, PhD; Thomas Lehker, MP; Robert Ortega, PhD; and Darlene Ray-Johnson, MA

The University Ombuds assists individuals and/or groups within an organization to resolve conflicts focused primarily on the fair and equitable application of University policies, procedures, and practices. University Ombuds help visitors define their concern(s), understand them from different perspectives, and explore options to resolve or manage them. During this process, the Ombuds also helps to identify resources to help visitors navigate issues independently and develop important capacity-building skills. Come hear the University Ombuds discuss their role in supporting all members of the University community.

## 8. PANEL: Nontraditional Forms of Leadership **HUSSEY**

Samer M. Ali, PhD; Patricia Coleman-Burns, PhD; Andrea Darden, BBA; Mya Haynes; and Marie Ting, PhD

Nontraditional leaders often arise as advocates and catalysts, leading grassroots efforts in response to issues and needs in overlooked communities and working outside the confines of formal structures. A community of practice leaders will discuss the common traits of nontraditional leadership styles and why the use of this practice is effective in campus and community advocacy work.

## 9. PANEL: Developing Leadership: Leadership Practitioners at Michigan **MICHIGAN**

Steven Bodei, MA, M-LEAD; Fatema Haque, MA, BLI; Colette Hemker, Michigan Athletics; Danyelle Reynolds, MA, Ginsberg Center; Deborah Willis, PhD, Rackham Graduate School.  
Moderated by Mary Schlitt, MPA, BLI

How do you define leadership? Students at Michigan don't have to search far to find leadership programming on campus. But who is leading these efforts? How are they creating access for nontraditional students and redefining leadership for all future leaders? The Michigan Leadership Collaborative (MLC) is a growing community, currently consisting of 13 colleges and co-curricular units dedicated to advancing leadership learning and removing institutional barriers for students who are intentionally trying to develop and progress as leaders. In this session, a panel of four leadership practitioners from the MLC will share their program highlights, successes, and challenges in working with undergraduate and graduate students and offer their respective approaches to leadership.

# SYMPOSIUM SPEAKERS



**Samer M. Ali, PhD** is an Associate Professor of Middle Eastern Studies (Arabic and Islamic Culture) and the Director of the Center for Middle Eastern and North African (MENA) Studies at U-M. Dr. Ali also serves as the Faculty Advisor for the Islamophobia Working Group (IWG), which was convened to address the recent increase in ant-Arab and Anti-Muslim sentiment internationally and to create a safe and inclusive campus environment for Arab, Muslim and MENA students. His publications have appeared in several academic journals including *The Journal of Arabic and Islamic Studies* and he has received numerous awards including a Fulbright for his research.



**Amber Arellano, MPP** is the founding Executive Director of The Education Trust-Midwest where she has overseen public policy, external relations and operations divisions of the organization since 2010. Today, Education Trust-Midwest is widely recognized as a leading voice for non-partisan data, research and policy expertise and under her leadership, has led a cross-sector development initiative of Michigan's first statewide educator support and evaluation system. A veteran journalist, Arellano has earned national awards for her influential work on developing public engagement campaigns on behalf of Michigan's vulnerable students. Arellano is a 2017-19 CEW+ Twink Frey Visiting Social Activist.



**Steven Bodei, MA** serves as the Associate Director of Student Life Leadership Education. M-LEAD is an integrative leadership education model that is purposeful, collaborative, values-based, and oriented toward social change. This approach for student life uses a collective impact framework to align and amplify the extensive leadership education efforts across Student Life and the broader institution. Prior to working in this role Steve worked in student leadership development in various roles within the office of Residence Education in University Housing at U-M.



**Jacqueline Bowman, PhD** became the first Staff Ombudsperson at the University of Michigan in December 2018 after serving as the Lead Counselor and Program Specialist at the U-M Center for the Education of Women+ (CEW+). Dr. Bowman received her Doctorate of Philosophy in Educational Psychology degree from the University of Michigan. Since then she has served in multiple leadership roles, including as University Ombudsperson and Assistant Dean of Students at the University of Illinois at Urbana-Champaign. Dr. Bowman is committed to providing confidential assistance to staff, while advocating for fairness, supporting diversity, and providing services that promote an inclusive and equitable workplace environment.

# SYMPOSIUM SPEAKERS



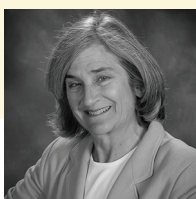
**Patricia Coleman-Burns, PhD**, Assistant Professor Emerita of Nursing and Black Studies, has focused her career on retention and successful learning behaviors of underrepresented nursing students; health disparities and social justice in patient-centered care and providers' behaviors; Black ideology; and the Colored Women's Club Movement. A long-time advocate for the right of all persons to be free from gender oppression, sexism, racism, and violence, she currently serves on the board of Safehouse Center on domestic violence and sexual assault, and the U-M Women of Color in the Academy Project steering committee. Her research has evolved from rhetorical studies of radical and revolutionary social movements to a focus on racial identity in the reduction of health disparities through social justice and social determinants of health perspective that examines workforce diversity, the education of underrepresented persons, efficacious research and community impact.



**Dessa Cosma, MA** is the Founding Director of Detroit Disability Power, a nonprofit organization that organizes people with disabilities around issues that impact their lives, while dismantling ableism in the institutions & social justice movements. She is committed to bridging the gap between disability inclusion work and other social justice efforts in order to build big, powerful movements that dismantle interlocking systems of oppression. Cosma is a long-time social justice organizer, fortunate to spend her career working for reproductive, racial, LGBTQ, economic and disability justice. Cosma is a 2017-19 CEW+ Twink Frey Visiting Social Activist.



**Andrea B. Darden, BBA**, Darden Wealth Group, has been studying financial management for most of her life. At 12, she was providing stocks reports for her family. In college, she sold oil and gas contracts. After graduating from college, she was the securities coordinator nationally for Capital Resource Group out of Longwood, Florida. Andrea came back to Michigan for a position with Charles Schwab as a Vice President and Financial Consultant. At the age of 28, she left Charles Schwab to become an independent advisor. By the age of 32, she was a partner with Chisholm & Dames/Darden Investment Advisors. In 2018, Andrea founded her firm, Darden Wealth Group.



**Sara Fitzgerald, BA**, is retired after a career that included 15 years as an editor, author, and new media developer for The Washington Post and as a principal in a consulting firm created in 1997 to help schools and libraries take advantage of a new federal program to get them connected to the internet. She is the author of several well-known books and her biography, *Elly Peterson: "Mother" of the Moderates*, was recognized as a 2012 Michigan Book of the Year by the Library of Michigan and with a State History Award by the Historical Society of Michigan. Her next book, about the successful sex discrimination complaint that was filed against the University in 1970, is scheduled to be published in fall 2020 by the University of Michigan Press. She has worked on redistricting reform with both the League of Women Voters of the United States and the League of Women Voters of Virginia and currently serves on the board of directors of the media justice ministry of the United Church of Christ denomination.

# SYMPOSIUM SPEAKERS



**Maya Goldman** is the 2019 Editor in Chief of The Michigan Daily. Maya joined the paper as a news reporter during the first week of her freshman year and went on to become a news editor and podcast producer before taking on The Daily's top position last winter. Maya, now a senior, studies anthropology and writing at the University of Michigan. She currently spends most of her time on campus in the Student Publications Building where she lives out her passion for telling stories and providing others with the platform and skills to do the same.



**Michele Hannoosh, PhD** is a full professor of French in the Department of Romance Languages & Literatures. Her areas of interest span a wide range of the literature, art, and culture of nineteenth-century France: poetry, the novel, and autobiography; art criticism, aesthetics, and the relations between the arts; the city, Walter Benjamin, and the history of modernity; the representation of history; parody, caricature and the comic; painting and early photography; Romanticism, Realism, and Decadence; the Mediterranean. Hannoosh also serves as one of the faculty ombuds.



**Fatema Haque, MA**, has been designing curriculum, teaching and managing programs in higher education settings for nearly a decade. Previously, she was faculty and Dean of Students at the Asian University for Women, an international, liberal arts university in Chittagong, Bangladesh, dedicated to serving low-income students from all across Asia. At the University of Michigan, she has worked at the Ginsberg Center, Community-Engaged Academic Learning and the Medical School. Currently, she serves as the Academic Program Manager at the Barger Leadership Institute and prepares student leaders to peer-facilitate a project-based leadership course. She is passionate about facilitating learning that encourages self- and critical-reflection, learning that encourages students to understand their stories, privileges, values, and internalized scripts so that they can lead themselves and others effectively and equitably. As a queer, immigrant, and first-generation college graduate who grew up in a single-parent, low-SES household, Fatema considers herself to be a nontraditional U-M graduate.



**Mya Haynes, BA** is a U-M alumna with a Bachelor of Arts in Sociology degree and is continuing her education at U-M to obtain her Master of Arts in Higher Education Public Policy. She holds strongly to her identities as a Black woman and first-generation college student and has previously conducted research focusing on both groups of students on campus. Throughout her undergraduate career, Mya has had the pleasure of working with several organizations including the Barger Leadership Institute, Comprehensive Studies Program, and the Office of Academic and Multicultural Initiatives. As an undergraduate student, Mya became increasingly aware of the unique challenges that she and other underrepresented minority students faced throughout their college experiences. Mya is invested in promoting a higher ed community that seeks to address these challenges and support students throughout their college journeys. Mya currently works as the Coordinator of Diversity Initiatives for the Michigan Community Scholars Program.

# SYMPOSIUM SPEAKERS



**Colette Hemker, BA** is the University of Michigan Athletic Department Assistant Director of Leadership Development and Community Engagement. She works to develop altruistic and community-minded student-athletes who actively engage in solving problems and serving others through mutually beneficial community engagement initiatives. Prior to this position, Colette worked 8.5 years with the Ann Arbor YMCA as the Coordinator of Youth Sport and Outreach Programs then as the Director of Youth Community Programs where she designed and implemented year-round youth and family programming at 26 sites across Washtenaw County. She increased opportunity for 800+ individuals annually to become their best selves through increased physical activity, nutrition education and character development. She also identified and engaged over 40 like-minded community leaders to enhance program outcomes across the Ann Arbor YMCA service area through community partnerships and collaboration. Colette graduated from the University of Michigan with a bachelor's degree in Sport Management in 2010.



**Rich Holcomb, MA** is the Associate Vice President for Human Resources at the University of Michigan and provides overall leadership to the human resources community, including the Ann Arbor, Flint, and Dearborn campuses and Michigan Medicine. Holcomb brings more than 25 years of experience in human resources to the position, most recently serving as Senior Director for Benefits, Health and Well-Being at U-M. His leadership strategies focus on people and relationships in the workplace, building partnerships, and supporting diverse cultures. He has held several leadership positions in University Human Resources and Michigan Medicine, including recently serving as interim Chief Human Resources Officer for Michigan Medicine. He previously worked at Foote Hospital in Jackson as Compensation and Benefits Manager. Holcomb earned a bachelor's degree in Employment Relations and a master's degree in Labor Relations and Human Resources, both from Michigan State University.



**Dorine Lawrence-Hughes, JD, EdD** currently serves as an Assistant Dean for Undergraduate Education at the University of Michigan's College of Literature, Science and the Arts. In this role, she helps to facilitate curricular and co-curricular initiatives for effective teaching and learning. Her research focuses on communication and leadership and she is instrumental in supporting and developing women for leadership in higher education. Prior to her role at Michigan, Lawrence-Hughes was a Clinical Associate Professor and an administrator at the Annenberg School at the University of Southern California. Lawrence-Hughes earned a B.A. in politics from Whitman College, an M.A. from California State University, Northridge in Communication, a J.D. from USC and an Ed.D. from UCLA.

# SYMPOSIUM SPEAKERS



**Thomas (Tom) Lehker, MA**, is the University Student Ombudsperson. He has worked in higher education for almost 30 years, primarily at the University of Michigan providing leadership in the areas of student affairs, undergraduate career services, graduate student services, and ombuds work.



**Robert Ortega, PhD**, Associate Professor of Social Work, focuses his research on relationship development, group work practice, treatment interventions, and service utilization, particularly in the areas of mental health and child welfare. Dr. Ortega has published in the areas of social justice in group work practice, child welfare permanency planning, and culturally responsive practice. He is the recipient of multiple national awards including the 2013 Recent Distinguished Contributions to Social Work Education awarded by the Council on Social Work Education, and the 2015 Outstanding Service and Advancement of Cultural Competency in Child Maltreatment Prevention and Intervention Award, by the American Professional Society on the Abuse of Children.



**Darlene Ray-Johnson, MA** has worked in academic affairs and student affairs a total of 27 years. She currently serves as Graduate Student Affairs Officer and Resolution Officer at the U-M Rackham Graduate School, Dean's Office at the University of Michigan. Her professional areas of expertise include social justice mediation, dispute resolution, conflict management, and diversity, equity and inclusion issues. Her professional affiliations include membership in the Association of Conflict Resolution, Association on Higher Education and Disability, International Center for Academic Integrity, and serving as past Directorate member on the Commission on Graduate and Professional Student Affairs and the Association of College Personnel Administrators. She received her master's degree from Western Michigan University in Counseling and College Student Personnel Administration.



**Danyelle Reynolds, MA** is the Assistant Director for Student Learning and leadership at the U-M Edward Ginsberg Center. She manages leadership development opportunities for students and student organizations in order to advance their learning and organizational goals while meeting community-defined needs. Recently, she represented the Ginsberg Center on a team that collaborated to create a new massive online open course entitled Community Engagement: Collaborating for Change. In her work, research, and community involvement, Danyelle works to challenge traditional notions of who can be a leader and who can create sustainable change in their communities. Danyelle earned two BA degrees in History and Sociology from the University of Georgia and a MA degree in Higher Education & Student Affairs from The Ohio State University.

# SYMPOSIUM SPEAKERS



**Mary Schlitt, MPA** is the Assistant Director for the Barger Leadership Institute. As an LSA undergrad at U-M, Mary discovered both her capacity for leadership and love for the nonprofit sector during an internship managing logistics and volunteers at the Ann Arbor Summer Art Fair. She took on fundraising and marketing roles to advance the missions of the Girl Scout Council of Minneapolis and Smithsonian Institution Archives of American Art. As Chief Development Officer at Food Gatherers, she secured the largest grant in the organization's history and managed the day-to-day operations of this essential hunger-relief organization. Mary returned to the University of Michigan and the Barger Leadership Institute in 2017 to generate new partnerships and leadership learning opportunities for undergraduates. Mary is a mother to twin dragons and a budding presidential candidate. She holds a Master of Public Administration and a Bachelor of Arts in Psychology from U-M.



**Nikki Sunstrum, MA** is the Director of Social Media and Public Engagement at the U-M. As an internationally recognized public speaker and advocate of strategic online communications, Nikki is responsible for developing innovative solutions to leverage and advance interactive communications at one of the world's top universities. Leading the U-M's social communications office (#UMSocial) and the strategic oversight of the President's Public Engagement and Impact Initiative, her duties include the coordination and leadership of a unified brand presence, standards and policy implementation, consultation, facilitation, and training. These efforts aim to ensure that all online communications provide additional value to university stakeholders, while mitigating institutional risk, elevating brand perception, and educating users of all ages, around the globe, of the lasting impact of these critical tools. Prior to assuming her current role, Sunstrum developed and coordinated the State of Michigan's statewide social media footprint: reinventing constituent engagement, elevating transparency, and establishing Michigan as a trailblazer and leader for government social communications. Sunstrum possesses a Bachelor of Science degree from Grand Valley State University and a master's degree from Aquinas College.



**Laurita Thomas, BA** will become the President of the American Research Universities Human Resources Institute in November 2019 and will have responsibility for the executive development of the CHROs of sixty-two major research universities in the United States and Canada. Thomas has retired from serving as the Associate Vice President for Human Resources at the University of Michigan where she was responsible for human resource policy for all U-M campuses and a full range of comprehensive integrated human resource services, products, and operations. She managed 330 staff, a budget of \$36M, and a benefits plan of approximately \$1B. She is best known for her work to create environments where people thrive, partnerships prevail and performance excels. Her professional career spans roles in the financial industry, higher education, and healthcare. She is a graduate of the University of Michigan in political science and economics. Her graduate work is in guidance and counseling and business administration.

# SYMPOSIUM SPEAKERS



**Marie Ting, PhD** serves as the Associate Director for the U-M National Center for Institutional Diversity (NCID). She provides general oversight for the daily operations of the unit, including project compliance with University policies, budget development, and personnel management. Marie assists the Director in strategic planning and works to develop, nurture and maintain local and national programs. Dr. Ting assists in the development of an engaged learning environment for center professional and student staff, fostering an environment that is conducive to both professional and personal growth.



**Deborah Willis, PhD** is a Program Manager for Professional and Academic Development at the University of Michigan Rackham Graduate School and produces a wide array of innovative professional development programs to engage and enrich a highly diverse academic community. She developed and currently leads the Rackham Professional Development Diversity, Equity and Inclusion Certificate Program which aims to expand DEI competencies while fostering an inclusive environment. Throughout her career, Dr. Willis has been committed to providing leadership, vision, and advocacy for students, postdoctoral scholars, faculty, and staff, in the areas of professional development, career advancement, leadership and Diversity, Equity and Inclusion. She is a regular columnist for Inside Higher Ed's graduate student professional advice column, "Carpe Careers." Dr. Willis holds a PhD in Sociology from the University of Michigan.

## SAVE THE DATE

### Suffrage 2020

**January-September 2020**

Marking the 100-year anniversary of the 19th Amendment, U-M will explore the rich history and complex legacy of suffrage in America through a year-long series of speakers, exhibits, and classes. Aiming to engage students, faculty, staff, and the Ann Arbor community inside and outside of the classroom, Suffrage 2020 will explore what has been done, what needs to be done, and the prospects for a future of universal suffrage—in Michigan, America, and beyond. Suffrage 2020 events will be searchable at [events.umich.edu](https://events.umich.edu) using **#UMSuffrage2020** as they are added.

### 38th Annual Women of Color Task Force Career Conference

**Friday, March 6, 2020**

All U-M staff, faculty, students and the public, regardless of gender or ethnicity, are invited to register to attend this inclusive professional development event. Attendees may select from a variety of workshop sessions designed to support their professional and personal development. More info available in late January at [cew.umich.edu/wctf](https://cew.umich.edu/wctf).

### WOCAP Spring Talk Series Spotighting Innovative Research

**May 2020**

In celebration of the Women of Color in the Academy Project's (WOCAP) 25th anniversary, this full program of activities will encourage dialogue, networking, and idea generation. More info available in early 2020 at [cew.umich.edu/wocap](https://cew.umich.edu/wocap).

# NEED HELP?

CEW+ provides **free career and education counseling** to people of **all genders and demographics**, taking extra steps to recognize cultural, age-related, gender or sexual identity, and other societal factors that may present unique barriers.

Call **734-764-6360** for an appointment.



CEW.UMICH.EDU





CEW+ empowers women and underserved individuals in the University of Michigan and surrounding communities by serving as an advocate and providing resources to help them reach their academic, financial, and professional potential.



330 East Liberty Street, Ann Arbor, Michigan 48104

734.764.6005 [cew.umich.edu](http://cew.umich.edu)