Career Conference 2012

Celebrating 30 Years of Leadership, Legacy and Change

U-M Women of Color Task Force
Take charge of your portfolio.

At TIAA-CREF, we’ve been helping education professionals prepare for their financial future for nearly 100 years. We take the time to educate our customers on sensible savings, building suitable portfolios, retirement income management, and much more. And, as one of the world’s leading investors, we’re a strong supporter of greater financial transparency and equitability—on Wall Street, on West Liberty Street… and especially on your street.

So no matter where you are in your life and career, let us help you take charge of your portfolio. We think once you see the way we look at money, you’ll never look at it the same way again.

To schedule a no-obligation consultation with your Ann Arbor team, call 800 732-8353. For more information, visit tiaa-cref.org.
Welcome

March 2012

Dear Friends,

Welcome to the 30th Women of Color Task Force Annual Career Conference!
The theme for this year’s conference resonates particularly well with the
University’s mission: “30 Years of Leadership, Legacy, and Change.” As an
institution, we pride ourselves on developing and preparing leaders who make a
difference in the world. Today’s WCTF conference continues that rich tradition.

For this year’s event, we are pleased to welcome as the keynote speaker,
Dr. Johnnetta B. Cole, director of the Smithsonian Institute’s National Museum of African Art. She is
president emerita of Bennett College, and of Spelman College, where she was the first African American
woman to lead the historically black college. Her impressive career and achievements are sure to inspire
everyone at the conference.

Today is possible because of the support of our conference sponsors and the dedicated members of the
Women of Color Task Force. Many people contribute to the conference’s success, and I encourage you to
express your gratitude to the Office of the Provost, University Human Resources, VOICES of the Staff,
U-M Health System Human Resources, and the Center for the Education of Women. Special recognition
also goes to the Platinum Plus corporate sponsor, TIAA-CREF, which has been a loyal supporter of this
event over the years.

You have my best wishes for an educational and rewarding conference. Please enjoy your day!

Sincerely,

Mary Sue Coleman
President, University of Michigan
Women of Color Task Force Members

Alexandra Thebaud, LS&A Physics
Ayanna McConnell, U-M Alumni Association
Carmen L. Wells Quigg, Institute for Research on Labor, Employment, and the Economy
Catricia Thomas, UMHS Comprehensive Cancer Center
Chanel DeGuzman, School of Public Health
Cheri Pritchett, UMH Material Services Administration
Cherie Dotson, College of Pharmacy
Cheryl Mayes, Plant Operations
Clara Blakely, U-M-Flint Educational Opportunities Initiatives
Deborah Mitchell, School of Public Health
Elizabeth Mimms, School of Education-PEO (Retired)
Ella Williams, UMHS Entrance Services
Grace Wu, UMMS - Metabolism, Endo & Diabetes
Gwendolyn Brown, College of Engineering
Jacqueline Bowman, Center for the Education of Women
Janice Reuben, Center for the Education of Women
Janis Williamson, UHS Managed Care
Johnnie Joplin, UMH Radiology/Pathology
Joyce French, Inter-University Consortium for Political and Social Research
Katrina Patterson, Ross School of Business
Kim Elliott, School of Kinesiology
Kristina Bingham, Center for the Education of Women
Lana Valentine, College of Engineering
LaSonja Forte, Rackham School of Graduate Studies
Latreece Taylor, UMHS Security
Leslie McGraw, LesGo Enterprises
M. Michelle Rosemond, LS&A Comprehensive Studies Program
Marianna Landeros, Department of Public Safety
Michelle Phelps, MKB Scholarship Program
Priscilla Rice, School of Education (Retired)
Regina Sims, Rackham School of Graduate Studies
Rosalind Anderson, UMH Pediatric Clinic
Sandra Johnson, U-M-Flint Development and Alumni Relations
Shaquana Burton, U-M-Flint Development and Alumni Relations
Shareia Carter, U-M Dearborn Women’s Resource Center
Stacy Peterson, School of Social Work
Tesenga Sha Duncan Smith, Center for Global and Intercultural Study
Tiffany Porties, UMMS Program in Biomedical Sciences
Tonya Thomas, UMH Finance Training Program
Tracy Washington-Howard, UMH Nursing (Associate Member)
Valerie Eaglin, Center for the Education of Women
Dr. Johnnetta B. Cole has a way with making history. She’s been the first female African American President of Spelman College, the first woman ever elected to the Board of Coca-Cola Enterprises, and the first African American woman to serve as Chair of the Board of United Way of America. In over 30 years in education, she has also served two U.S. presidents in leadership roles.

As a scholar, author, and activist for social and economic justice, Dr. Cole spearheads breakthrough thinking about diversity, leadership, and women’s issues. Now chairing the Johnnetta B. Cole Global Diversity & Inclusion Institute at Bennett College, she partners diversity with academic institutions, businesses, corporations, civic and community organizations, and government and global thought leaders.

An inspiring force, Dr. Cole rallies everyone to embrace diversity as not only a moral and social value, but as a compelling case for business. She encourages audiences to move beyond the status quo to fully take advantage of the innovative and profitable ideas that stem from a more diverse workforce, membership, and student body. Barriers are meant to be broken and success will follow notes Dr. Cole: “How much better our world would be if each of us respected difference until difference doesn’t make any more difference.”

2012 WCTF Conference Schedule

7:00–8:30 a.m. Conference Registration, Continental Breakfast
Michigan League–Concourse Level

8:00–8:30 a.m. Orientation for New Conference Attendees, Rackham Auditorium

8:30–9:30 a.m. Keynote Session, Rackham Auditorium
Welcome–Conference Sponsors
Introduction of Speaker
Keynote Address–Dr. Johnnetta B. Cole
Announcements

10:00–12:00 p.m. Workshops Session A, MLB, League, & Alumni Center

12:00–1:30 p.m. Lunch & Vendor Showcase, Michigan League Ballroom

1:30–3:30 p.m. Workshops Session B, MLB, League, & Alumni Center

3:30–5:00 p.m. 30th Anniversary Celebration, Michigan League Ballroom
I. PERSONAL/PROFESSIONAL DEVELOPMENT

A1. THINKING ABOUT RETURNING TO SCHOOL (PANEL): If you are planning to return to school, this panel of admissions officers and career counselors from area universities will provide answers to your questions about financial aid, work-life balance and programs for non-traditional students. Explore the possibilities for a more dynamic future. *Jacqueline Bowman, Ph.D; CEW; Valerie Eaglin, MEd; CEW; Lillian Jones, WCC; Monica Moses, Cleary University; Angela Wafer, EMU*  
League–Henderson Room (3rd Floor)

A2. COMMANDING PRESENCE: Harness your natural skills, personality and energy so that you’ll be able to speak to any size audience with confidence and presence. Don’t miss this high energy, fun and practical session that is sure to increase your personal and professional effectiveness. *Renee Malone, Kick the Moon, LLC*  
Rackham–Earl Lewis Room (3rd Floor)

A3. INNOVATION YOU! BROADEN YOUR RANGE OF LIFE CHOICES: Are you faced with a challenge in your professional or personal life? Using realistic life stories and group interactions, this session will introduce the four-step process to personal/professional innovation including practical tools such as the Competing Values Framework. *Mary Ceccanese, UM Ross School of Business; and Karen Dickinson, ITS (retired), UM Ross School of Business*  
MLB–2011

A4. WHAT’S IN YOUR SANDWICH? 10 INGREDIENTS FOR CAREER SUCCESS: This workshop is designed to help professionals take control of their careers and gain the confidence to propel them in the right direction. Based on the concepts in her career strategy book, “What’s In Your Sandwich? 10 Sure-Fire Ingredients for Career Success,” this workshop uses engaging exercises that allow participants to look inside and discover what may be holding them back from reaching their professional goals. *Jocelyn Giangrande, MA, SPHR, CCDP, SASHE, LLC*  
MLB–1420 (Lecture 2)

A5. WORKING FROM STRENGTHS – DISCOVER WHAT DRIVES YOU: Attendees will gain a better understanding of the role that strengths, passions and values play, not just in their careers, but their everyday lives. They will leave with the next steps on how they can begin integrating a strengths based approach to their career development. *Ron Sober, Human Resources Development, University of Michigan*  
MLB–1220 (Lecture 1)

A6. LIVING WITH POWER, VISION AND PURPOSE: This session is a self-reflective workshop for participants who are interested in creating a personal vision statement utilizing effective communication. Learn why effective leaders are people who live with power, vision and purpose to achieve their objectives. *Denise Henderson, Envision Excellence, Inc.*  
MLB 2114

---

Please Note

Workshop Room Key:

- Modern Languages Building (MLB):
  - Basement Classrooms (B101-B137)
  - First Floor Auditoriums (1200-1420)
  - Second Floor Classrooms (2002-2412)
- Alumni Center (next to the Michigan League)
- Michigan League
- Rackham
  - Earl Lewis Room (3rd Floor)

Photography:

Photographs taken at this event will be used on CEW’s website and may be used in future publicity for the WCTF Conference and CEW events. Please let a Task Force Member know if you prefer not to be part of the conference photography.
II. LEADERSHIP

A7. DIVERSE PATHWAYS TO U-M LEADERSHIP (PANEL): Current leaders will share their stories and provide tips on navigating the U-M and achieving your career goals. Kim Elliott, School of Kinesiology; Lumas Helaire, OAMI; Sonya Jacobs, U-M Medical School; Jocelyn Kwolek, Center for Global and Intercultural Study; Robin Routenberg, Global Scholars Program; and Cassandra Willis-Abner, UMHS Service Excellence; Amer Ahmed, MESA; T. Sha Duncan Smith, CGIS (moderator) MLB–1400 (Auditorium 4)

A8. TOOLS FOR LEADING EFFECTIVE MEETINGS: Learn strategies for leading productive and efficient meetings with clear roles and expectations for everyone. This workshop will teach you how to be prepared, sharpen your facilitation skills and equip you with tools for managing challenging discussions. Barbara Mulay, Work-Life Resources Center/VOICES MLB–B122

A9. THE ART OF POSSIBILITY–LISTEN, LEARN, THEN LEAD: An interactive session where participants will discover how leadership can transform both professional and personal life. How will you lead in a global arena? What will you contribute to society? Elders Denise White, MA and Michael White, MBA, A More Excellent Way Ministries Worldwide MLB–B124

III. WORK-LIFE BALANCE/PERSONAL DEVELOPMENT

A10. LET’S FIT FITNESS INTO OUR LIVES!: After this session, one will be able to: help determine one’s own S.M.A.R.T. fitness goals, set oneself up for success in a fitness program, and know how to fit fitness into one’s day. Colleen Greene, MHealthy MLB–2402

A11. YOU CAN DO SOMETHING: The audience will learn basic self-defense street techniques and strategies for increased confidence and a better sense of safety. Roberta Perry, UM Ross School of Business Alumni Center

A12. PERSONAL PEACE WITH THE EMOTIONAL FREEDOM TECHNIQUE: Learn to use The Emotional Freedom Technique (EFT), a simple, easy, cutting edge meridian tapping procedure that helps to effectively manage stress in your busy life. Pamela D. Walker, LMSW, Resources for Exceptional Living MLB–1200 (Auditorium 3)

A13. WOMEN OVERCOMING ADVERSITY–A PROACTIVE APPROACH: Learn to develop a new mental attitude and discover techniques that allow you to overcome the obstacles that you face at home, work, or school. Patrice Lee, Feinstein Development & Associates MLB–B137

IV. FINANCIAL EDUCATION

A14. A WOMAN’S GUIDE TO SAVING AND INVESTING: Learn how you can make your future flourish. Join TIAA-CREF for a revealing trip through successful investing and saving strategies developed especially for you. Your money shouldn’t be sitting around doing nothing, and at this workshop–you won’t be either. Margaret Kephart, TIAA-CREF; Donna Zielinski, TIAA-CREF League–Koessler Room (3rd Floor)

A15. ESTATE PLANNING: GOOD STEWARDSHIP IN ACTION: Learn how to properly address the inevitable, and sometimes surprising events of life through wills, trusts, powers of attorney and other planning tools. Terrence G. Quinn, Esq. MLB–B137

A16. CREDIT SCORE MYTHS DEBUNKED: Attendees will be able to identify how to improve their credit scores and creditworthiness. Since credit histories and scores are used in housing, employment, insurances and the cost of credit, the skills learned will impact quality of life for years to come. Kathryn Greiner, University of Michigan Credit Union MLB–2412

A17. FINANCIAL MAPPING: STRATEGIES FOR FINANCIAL FITNESS: This is a workshop that will enable you to harness the power of mapping to create a brighter financial future for you and your loved ones. It will aid you in creating the right strategies to meet your financial goals. Teresa Q. Tucker, TQT Group, LLC MLB–B135
Session B 1:30-3:30 PM

I. PROFESSIONAL & LEADERSHIP DEVELOPMENT

B1. KEEPING IT REAL GOES WRONG: WORKPLACE DO’S AND DON’TS: Become critically aware of how you are perceived daily in the workplace. This interactive session will address topics including personal brand management, workplace communication, reception etiquette and cultivating reciprocal relationships. Learn how your personal brand can propel your career forward. Ayanna McConnell, MA, U-M Alumni Association and T. Sha Duncan Smith, MSW, Center for Global and Intercultural Study  MLB–1220 (Lecture 1)

B2. DELIVERING AN EFFECTIVE PRESENTATION: This workshop is designed to assist you in developing and delivering an effective, compelling presentation. Learn how to organize your talk, design effective visual aids and handouts and manage your audience and your nerves. Transform yourself from a boring inexperienced speaker to a dynamic presenter who communicates with poise and confidence. Louise August, PhD, Walsh College  MLB–1420 (Lecture 2)

B3. ASSERT YOURSELF, NOW: Attendees may expect to have a better understanding of assertive vs. aggressive or passive behavior and leave the workshop with a better sense of techniques to employ in an effort towards effective assertiveness. Carolyn Lewis-Stone, LMSW, ACSW  MLB–2402

B4. DRAWING TREASURE MAPS–YOUR JOURNAL AND YOU: Learn how journaling can be a remarkable device for easing worry and obsession, for identifying hopes and goals and for allowing the creative self to expand to help increase levels of energy and confidence. Karen Simpson, Financial Operations  MLB–B117

B5. JOURNEY TO A CLUTTER FREE WORKSPACE: Without a proven process in place to reduce clutter in its many forms, the space on your desk and on your computer can become quickly overwhelmed with stuff. Learn how to organize your workspace to increase your productivity and effectiveness. Beverly Rogers, Organizing to Be Effective  MLB–2412

B6. 7 SKILLS THAT GIVE YOU THE EXTRA EDGE: The most successful people are more than merely good technicians and “people people.” Participants learn seven skills that give them additional professional impact, practice each skill and then identify which ones can help them the most in their own lives. Deborah Orlowski, PhD, Human Resources Development  MLB–B116

B7. GETTING STUFF DONE ONLINE–TASK MANAGEMENT IN THE CLOUD: An interactive and participatory tour of several popular online task management tools, many of which allow managing tasks in “The Cloud” using mobile devices. Users are encouraged to bring their own wireless devices to test drive along with the presenter through a sampling of online task collaboration tools. Tonya V. Thomas, UMHS Revenue Cycle Education, Development & Quality Management  MLB–B134

II. LEADERSHIP

B8. NEW LEADER 101– STRATEGIES FOR SUCCESS: For new leaders, individuals who plan to become leaders and those who manage new leaders. Learn to better understand the challenges of transitioning to a leadership role and begin to develop an action plan for the new supervisor’s success. Veretta Nix, MA, U-M Health System  MLB–2114

B9. CLARIFYING YOUR PURPOSE AND VISION FOR EMERGING LEADERS: Learn to identify strategies and resources in repositioning yourself for professional leadership by gaining confidence in articulating your purpose and vision for your life and career. Leslie McGraw, Social Media Consultant  MLB–B115

B10. TOUCH POINTS–BUILDING POWERFUL CONNECTIONS WITH THOSE YOU LEAD: Successful leaders make themselves present to others. Some leaders may view their staff with issues and needs as problems; successful leaders see opportunities to create impact–TouchPoints. A TouchPoint is a simple, yet powerful method that allows a leader to focus on the individual and engage with them to help them reach their best performance and increase their motivation. Kristen Storey, MA, Human Resources Development  MLB–B135
III. WORK-LIFE BALANCE/PERSONAL DEVELOPMENT

B11. I'M RETIRING! NOW WHAT?: The decision to retire can lead to excitement and relief or fear and dread. Many focus on their financial plans, but those who actively plan their post-work life have an easier time transitioning into retirement. Use this session to begin your planning for the first day, or first year, of retirement. Jeanne Miller, AMLS, Information Services, CEW; Doreen Murasky, MSN, CEW MLB–B137

B12. PUT ON YOUR ARMOR—VIOLATION NO MORE: This workshop will provide women with effective spiritual, mental and physical strategies to reduce the risk of sexual assault. Lucinda M. Deason, Ph.D, The University of Akron MLB–2011

B13. STRATEGIES FOR DEVELOPING MEANINGFUL RELATIONSHIPS: A strong and healthy relationship can improve all aspects of your life. But to achieve and enjoy healthy meaningful relationships at work, with family, friends and self, you must begin with YOU! Explore the ways to maintain and develop deep personal connections. Minister Charlie M. Carter, Jr. and Coleen Carter, ROGT Workshops MLB–B122

B14. FITNESS SAMPLER: After this session, you will be able to: determine if one of the sample sessions interests you enough to pursue further, learn about the University’s (and the Ann Arbor area’s) resources in fitness, learn about the different components of fitness and why it's important to perform them all. Colleen Greene, MHealthy Alumni Center

IV. FINANCIAL EDUCATION

B15. A WOMAN’S GUIDE TO SAVING AND INVESTING: Learn how you can make your future flourish. Join TIAA-CREF for a revealing trip through successful investing and saving strategies developed especially for you. Your money shouldn't be sitting around doing nothing, and at this workshop—you won't be either. Margaret Kephart, TIAA-CREF League–Koessler Room (3rd Floor)

B16. THE ROLE OF REAL ESTATE IN WEALTH ACCUMULATION: Our vastly different future requires a vastly different approach to financial and asset planning. Everyone is concerned about our economic state of affairs; learn how to move beyond the fear of change and into the realm of action. Angela Barbash and Victoria Evans, Edward Surovell Realtors MLB–B124

B17. CONSIDERING RETIREMENT? HOW TO KNOW, HOW TO PLAN: Have an idea when you want to retire? If you are close to retirement, learn what you need to consider and how to prepare for this major decision without worrying about making a mistake. Barbara A. Tucker, Insight Financial Group MLB–B120

V. LATE BREAKING WORKSHOPS!!!

B18. THE POWER OF YOUR THOUGHTS, THE POWER OF YOU: At some point, everyone has had runaway thoughts that led to some poor consequences. Why is that? In this workshop we will take an intriguing look at the way your thoughts influence your actions and expectations, and you will gain a better understanding of this essential connection. We will also briefly look at some resources for you to follow up with in choosing more effective responses. Margarita Garcia-Roberts, Ph.D., U-M Office of Academic Multicultural Initiatives MLB–B118

B19. DISCOVERING THE LEADER WITHIN: KEYS TO ADVANCEMENT (PANEL): Understand the skills necessary to advance your career at UM. Share experiences of those who have advanced in various career tracks. Learn leadership best practices. Olidia Thomas, UMHS Briarwood Family Medicine; Erica Sanders, Office of Undergraduate Admissions; Abayomi Israel, Inter-university Consortium for Political and Social Research; Moderated by Lashon Hart, UMHS League–Henderson Room (3rd Floor)
In 1979, Jennie Partee of the Affirmative Action Office and Beulah Sanders of the School of Education created the Minority Women’s Task Force, a staff organization that would provide career development opportunities for minority women employed at the University. With additional support from the University of Michigan Affirmative Action Office (HRAA), the Human Resource Development Office, the School of Education and the University of Michigan Hospital Office of Organizational Effectiveness (Medical Center), Ms. Partee and Ms. Sanders developed a series of workshops designed to build professional skills that would empower and support African American women in their career advancement efforts at the University of Michigan.

These efforts culminated in a day-long career development conference on February 25, 1983 that featured eleven professional development workshops and more than two hundred conference participants.

The Minority Women’s Task Force experienced a major shift in its recruitment focus in the mid-1980s as it actively targeted Latina, Asian and Native American women for membership. During the 1985 summer retreat, the members voted to change the name of the organization to the Women of Color Task Force (WCTF). The WCTF membership is comprised of staff from all three U-M campuses. In 2002, the Women of Color Task Force became an administrative unit of the Center for the Education of Women (CEW).

The Women of Color Task Force was the recipient of two University service awards in May 2009. The group received an inaugural 2008 University of Michigan Distinguished Diversity Leaders Team Award from Senior Vice Provost Lester Monts and the 2009 VOICES of the Staff Champion Award from Chief Human Resources Officer Laurita Thomas. WCTF was recognized for its continuing commitment in providing career development opportunities for all university personnel and supporting the University in its efforts to recruit and retain a highly skilled and diverse workforce.

Front row: Cathy Conway-Perrin, Stephanie James and Bruce Donald  
Back row: Ella Williams, Belinda Eberhardt, Joyce French, Linda Kennedy, Regina Sims and Wendy Woods

Women of Color Task Force
The Center for the Education of Women is a resource for women seeking to take charge of their lives, to build their academic or professional credentials, or to take the first step along a new path in life. Sign up for a workshop, see a counselor, explore your options.

At CEW.

Empowering Women Through Service, Research and Advocacy
A Special Thank You To Our 2012 Conference Sponsors!

The Women of Color Task Force is grateful for the support of our conference attendees, and exhibitors. Your continued participation assures the success of this event. However, we would also like to acknowledge the support of our University of Michigan and community sponsors for their special contributions to the career conference and other Women of Color Task Force professional development programs.

University of Michigan Sponsors

Dr. Lester P. Monts, Senior Vice Provost for Academic Affairs
Atty. Christine Whitman, Associate Vice Provost for Academic Affairs
Ms. Laurita Thomas, Associate Vice President and Chief Human Resource Officer
Ms. Deborah Childs, Chief Human Resource Officer – U-M Health System
Dr. Gloria Thomas, Director, Center for the Education of Women

Giveaways

Dotmine Day Planners
Nicola’s Books
TIAA-CREF Financial Services
U-M Cardiovascular Center

A Special Thank You

A special thank you to TIAA-CREF Financial Services, the Platinum Plus Corporate Sponsor for the 2012 Women of Color Task Force Annual Career Conference.

About the Women of Color Task Force

In addition to the conference, the WCTF also sponsors several other initiatives including employee recognition awards for outstanding leadership and service, a staff mentoring program, and professional development workshops in conjunction with CEW.

The Women of Color Task Force project is housed at the Center for the Education of Women and receives support from the Office of the Provost, University Human Resources, and the UM Health System Human Resources Office.

For additional information, please contact the WCTF program coordinator, Janice Reuben, by phone, 734-764-6331, or via email at wctfadmin@umich.edu.