



C R E D O + AAC&U

2nd Annual

CWLI 

Cabinet Leaders Institute

O.Henry Hotel, Greensboro, N.C.
Tues., Nov. 28–Wed., Nov. 29

CWLI [C R E D O WOMEN IN
LEADERSHIP INITIATIVE]

20
23

Leading With Longevity: Sustaining Self & Profession

Overview

With a mix of panel discussions, attendee-presented sessions, time with industry experts, and space for leader-to-leader conversation and reflection, these institutes focus on building a community of women leaders and equipping all participants to lead more courageously, more vulnerably, and more effectively as we all work to serve students and fulfill higher education's promise of individual transformation.

TUESDAY, NOVEMBER 28

- 1:45–4:00 PM **OPTIONAL** International Civil Rights Center & Museum Tour
- 5:30–7:30 PM Cabinet Leaders Welcome & Opening Reception

WEDNESDAY, NOVEMBER 29

- 7:30–8:00 AM Breakfast
- 8:00–8:30 AM Welcome & Introductions
- 8:30–9:45 AM **Session 1** » Leadership as an Endurance Event:
Sustaining Performance With a Coach Mindset
- 9:45–10:00 AM Break
- 10:00–11:15 AM **Session 2** » Leading Diverse Teams
- 11:15–11:30 am Break
- 11:30 AM–12:45 PM **Session 3** » Radical Self-Care for Women Leaders
- 12:45–1:30 PM Lunch
- 1:30–2:45 PM **Session 4** » The Problem with Executive Presence:
Redefining How Leaders Show Up
- 2:45–3:15 PM Afternoon Break
- 3:15–4:45 PM **Session 5** » Women's Spaces in a Gender-Diverse World
- 6:00–6:45 PM Credo & AAC&U Women in Leadership Initiative Reception
- 6:45–8:30 PM **Keynote & Dinner** » Presidential Voices: Leading
with Longevity in Higher Education

**JOINT EVENTS
WITH
PRESIDENTS**

Tuesday, November 28

[1:45–4:00 PM]

OPTIONAL OUTING » International Civil Rights Center & Museum Tour

Join us for a rich and intimate tour of the Greensboro Woolworth's-based International Civil Rights Center & Museum, which commemorates the Feb. 1, 1960 beginning of sit-ins at this whites-only lunch counter by the N.C. A&T Four college students, reflecting careful planning carried out with colleagues at Bennett College. Their non-violent direct action challenged the American people to make good on promises of personal equality and civic inclusion. **Transportation will depart from the O.Henry Hotel promptly at 1:45 pm.**

Pre-registration is required.

REGISTER
FOR THIS
TOUR »



[5:30–7:30 PM]

Cabinet Leaders Welcome & Opening Reception

Build community with your colleagues over drinks and appetizers at this casual opening reception.

Wednesday, November 29

[7:30–8:00 AM]

Breakfast

[8:00–8:30 AM]

Welcome & Introductions

[8:30–9:45 AM]

SESSION 1 » Leadership as an Endurance Event: Sustaining Performance With a Coach Mindset

Leading an academic institution is like an endurance event. The athlete-leaders facilitating this session have seen parallels in how one sustains the training needed to perform well in an athletic event with how leaders can approach work to be healthy and well for the long term. To perform, one must tend to rest, nutrition, overall strength, mindset, and relationships.

In this session, participants consider training approaches used by athletes to sustain performance, and how to apply them to inform approaches to work and leading teams. By taking a “coach” mindset for ourselves and those we lead, we can build high-performing teams that will last. Participants will develop a personal “training plan” to create a framework to support individual performance.

- » [Teresa Garrett](#) (she/her), Ph.D., Vice President of Academic Affairs & Dean of the College, Sweet Briar College
- » [Jodi Canfield](#) (she/her), Ph.D., Associate Dean for Student Life and Community Standards, St. Lawrence University

WEDNESDAY, NOV. 29, CONTINUED

[9:45–10:00 AM]

Coffee Break

[10:00–11:15 AM]

SESSION 2 » Leading Diverse Teams

Managers, department heads, and administrators in leadership positions will gain practical tools to help them design and lead diverse, equitable, and inclusive (DEI) teams. This interactive workshop is specifically designed to accommodate learners from diverse backgrounds (gender, race, country of origin, etc.) as well as learners from different starting knowledge points (new to the topic or social justice warriors). We will explore social identity in the workplace, examine inclusive leadership, identify the dimensions of allyship, and develop a toolkit to implement change management strategies. We will explore best practices for equitable organizational processes and norms and inclusive behavioral practices in teams. Finally, attendees will create a diversity, equity, and inclusion action plan which can be applied to the workplace.

Upon completion, participants will be able to understand how social identity influences how we show up at the workplace; describe the meaning of inclusive leadership; and develop an individual diversity, equity, and inclusion action plan.

- » [Marcine Pickron-Davis](#) (she/her), Ph.D., Chief Diversity and Community Relations Officer, Philadelphia College of Osteopathic Medicine

[11:15–11:30 AM]

Coffee Break

[11:30 AM–12:45 PM]

SESSION 3 » Radical Self-Care for Women Leaders

Higher education has undergone many challenges over the last few years. Those challenges put a greater demand on leaders. During the pandemic women leaders were faced with caretaking of families and key stakeholders at their institutions. This called for crisis management, strategic planning meetings, and ongoing communication. It is unknown how self-care was managed during times of crisis. This workshop will focus on key strategies to longevity through radical self-care by identifying strategies that extend beyond the typical diet and exercise.

We will focus on radical strategies that are initiated in the moment during times of strain, crisis, and conflict. Strategies will include boundary setting, identifying moments of pause, leaning on your team, and other key tactics. Presenters will use storytelling to drive home key concepts and allow participants to engage interactively in the discussion.

- » [Narketta Sparkman-Key](#) (she/her), Ph.D., Vice Provost for Strategic Initiatives and Global Affairs, James Madison University
- » [Linda Thomas](#) (she/her), Ph.D., Dean of the Graduate School, James Madison University
- » [Tynisha Willingham](#) (she/her), Ph.D., Provost & Vice President of Academic Affairs, Eastern Mennonite University

WEDNESDAY, NOV. 29, *CONTINUED*

[12:45–1:30 PM]

Lunch

[1:30–2:45 PM]

SESSION 4 » The Problem with Executive Presence: Redefining How Leaders Show Up

The topic of Executive Presence arose in conversation around the room more than once during the 2022 Cabinet Leaders Institute, with a desire to spend more time in its explication. Historically known as a perception of power and influence rooted in patriarchal norms of corporate management, this session seeks to explore a redefinition of Executive Presence for today's diverse leaders. How can a new generation of leaders inspire confidence in their teams, exert influence, and lead authentically? Participants will share challenges and personal experiences with the "old" model, identify key contemporary elements of leadership presence, and together, draft a new definition of Executive Presence.

- » [Marjorie Hass](#) (she/her), Ph.D., President, Council of Independent Colleges
- » [Emma Jones](#) (she/her), Executive Vice President / Owner, Credo

[2:45–3:15 PM]

Afternoon Break

[3:15–4:45 PM]

SESSION 5 » Women's Spaces in a Gender-Diverse World

What does it mean to create women's leadership spaces in a world where many of our students, faculty, and staff identify outside of the gender binary? Can women's spaces — like women's colleges and women's leadership programs — meaningfully include trans and non-binary participants while still honoring their missions and focus?

This session invites participants to consider how we can both create spaces to empower and uplift women and also recognize the breadth of gender inclusion. This is an optional session for Presidents Institute participants.

- » [Summer McGee](#) (she/her), Ph.D., CPH, President, Salem College
- » [AJ Mazaris](#) (they/them), Ph.D., Chief Campus Culture Officer and Vice President for Equity, Diversity, and Inclusion, Salem College

WEDNESDAY, NOV. 29, CONTINUED

JOINT EVENTS WITH PRESIDENTS



[6:00–6:45 PM]

Credo & AAC&U Women in Leadership Initiative Reception

[6:45–8:30 PM]

KEYNOTE & DINNER

Presidential Voices: Leading with Longevity in Higher Education

It's not difficult to find stories of failed college and university presidencies. Books, articles, and local media outlets provide meticulous postmortems of brief leadership tenures; presidencies fraught with conflict, misalignment, shared governance issues, and moral failings. There are many presidents, though, who beat the odds of the national tenure average, leading campuses successfully for years through challenge and success alike.

Credo is examining the personal and professional conditions in which a leader can stay and flourish, hoping to answer the question: How do presidents thrive in their roles over time, and how can those considering a presidency build a path to leadership longevity with intention?

In this panel discussion, participants will have an opportunity to examine an emerging framework for leading with longevity in higher education and hear from a panel of long-serving women leaders on their leadership experience and learning.

MODERATORS



Emma Jones (she/her)
Executive Vice President /
Owner, Credo



Lynn Pasquerella, Ph.D. (she/her)
President, American Association of
Colleges and Universities

PANELISTS



Beverly Hogan (she/her)
President Emerita, Tougaloo College



Carol Leary, Ph.D. (she/her)
President Emerita, Bay Path University



Gail Mellow, Ph.D. (she/her)
President Emerita, LaGuardia
Community College of the City
University of New York