



C R E D O + **AAC&U**

9th Annual

CWLI Presidents Institute

O.Henry Hotel, Greensboro, N.C.
Wed., Nov. 29–Fri., Dec. 1

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

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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.

WEDNESDAY, NOVEMBER 29

JOINT EVENTS WITH CABINET LEADERS

- 1:45–4:00 PM **OPTIONAL** International Civil Rights Center & Museum Tour
- 3:15–4:45 PM **OPTIONAL Cabinet Leaders' 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

THURSDAY, NOVEMBER 30

- 8:00–8:45 AM Breakfast & Conversation with Colleagues
- 8:45–9:00 AM Welcome and Introductions
- 9:00–10:30 AM **Session 1** » Survivor-Leaders: Habits of Mind and Body for Sustained, Energized Leadership
- 10:30–10:45 AM Morning Coffee & Scones Break
- 10:45 AM–12:15 PM **Session 2** » Gendered Experiences in the Presidency: Navigating Contemporary Challenges
- 12:15–1:00 PM Lunch
- 1:00–2:30 PM **Session 3** » Presidential Closed Door / Open Forum: Contracts, Board Challenges, and Life Management, Oh My!
- 2:30–3:00 PM Afternoon Break
- 3:00–4:30 PM **Session 4** » Nurturing Leadership Longevity in Your Cabinet
- Official end of Presidents Institute –
- 4:30–6:00 PM **OPTIONAL** Break
- 6:00–8:00 PM **OPTIONAL** Presidents Dinner @ the Green Valley Grill

FRIDAY, DECEMBER 1

- 8:00 AM–Noon **OPTIONAL** Strategy Sessions with Credo Leaders

Wednesday, November 29

[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 »



JOINT EVENTS WITH CABINET LEADERS



[3:15–4:45 PM]

OPTIONAL CABINET LEADERS' 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.

- » [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

[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

WEDNESDAY, NOV. 29, *CONTINUED*JOINT EVENTS WITH CABINET LEADERS, *CONT.*

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

Thursday, November 30

[8:00–8:45 AM]

Breakfast & Conversation with Colleagues

[8:45–9:00 AM]

Introductions

[9:00–10:30 AM]

SESSION 1 » Survivor-Leaders: Habits of Mind and Body for Sustained, Energized Leadership

Successful executive-level leaders in all industries know that they must engage in mission-driven work and meet the needs of diverse constituents in dynamic environments in order to be effective in their roles. These challenging realities are compounded in higher education given declining government funding, post-pandemic realities, “enrollment cliffs,” and politics regulating what can — and cannot — happen on college campuses. Female executives frequently encounter further difficulties such as underrepresentation, pay inequity, the “pink tax,” restricted access to women’s healthcare, “second shift” work at home, and gendered social norms. These realities make sustained, energized leadership an art form that requires specific habits of mind and body to achieve professional and personal longevity.

In this session, the presenters will use anecdotes from their experiences to illustrate the habits of mind and body that have allowed two women on non-traditional higher education leadership paths to survive cancer, relationship upset, and sexism in academia and thrive in this current, tumultuous moment for post-secondary education in the United States. Participants will explore how to cultivate habits of mind and body to avoid behaviors such as people-pleasing, fear of failure, perfectionism, resistance to change, and excessive consumption to stay energized in their work. They will explore the role of purpose, optimism, gratefulness, practicing self-care, developing social connections, and humor in order to sustain their leadership practice. Participants will leave the session with a deeper sense of self-awareness and with strategies to engage in authentic leadership that is true to themselves so they can lead more courageously and effectively.

» [Amy Storey](#) (she/her), President, Keuka College

» [Heather Maldonado](#) (she/her), Ph.D., Vice President for Student Development, Keuka College

[10:30–10:45 AM]

Morning Coffee & Scones Break

[10:45 AM–12:15 PM]

SESSION 2 » Gendered Experiences in the Presidency: Navigating Contemporary Challenges

The session will explore the experiences of women presidents and higher education leaders who have faced obstacles in their roles due to their gender. Participants will experience a “fireside chat”-style dialogue between Dr. Roslyn Clark Artis, President and CEO of Benedict College and former president of Florida Memorial University, and Dr. Zillah Fluker, Director of Executive Leadership, United Negro College Fund and award winning host of UNCF’s HBCU Voices: Executive Leaders Unfiltered talk show. The dialogue will explore how women presidents can successfully navigate challenges and discuss innovative approaches to creating support and resources for women leaders in higher education. The session is designed to also provide a platform for a dialogue with other participants who may have similar experiences to share.

» [Roslyn Clark Artis](#) (she/her), JD, Ed.D., President and CEO, Benedict College

» [Zillah Fluker](#) (she/her), Ph.D., Director of Executive Leadership, United Negro College Fund

THURSDAY, NOV. 30, CONTINUED

[12:15–1:00 PM]

Lunch

[1:00–2:30 PM]

SESSION 3 » Presidential Closed Door / Open Forum: Contracts, Board Challenges, and Life Management, Oh My!

This closed door / open forum session offers an opportunity for presidents to confidentially bring issues to the table that they are navigating, gaining the input and experiences of their colleagues and other experts in the room. Additionally, lightning rounds of quick feedback from the group could include most meaningful leadership reads, favorite apps or services that build personal and leadership capacity, and other relevant topics. Topics will be solicited in advance as well as in the moment.

» [Joretta Nelson](#) (she/her), Ph.D., Vice Chairman & Founder of MTN / Owner, Credo

[2:30–3:00 PM]

Break

[3:00–4:30 PM]

SESSION 4 » Nurturing Leadership Longevity in Your Cabinet

The best cabinets increase presidential leadership capacity by serving as campus-wide leaders and champions of campus culture, and keeping the right people in cabinet roles over time can significantly improve institutional momentum. In this session, facilitators will explore how presidents support and develop cabinet leaders, individually and as a team, toward their own powerful and sustained leadership; and engage presidents in a conversation about where they have experienced challenges and successes with their own teams.

» [Tiffany Franks](#) (she/her), Ed.D., President, Averett University

» [Joanne Soliday](#) (she/her), Co-Founder, Credo

This marks the official close of the Presidents Institute, though there are additional opportunities today and tomorrow in which we invite and welcome your participation.

[4:30–6:00 PM]

OPTIONAL Break

[6:00–8:00 PM]

OPTIONAL Presidents Dinner @ the Green Valley Grill

Each year, we gather casually on this second night of the Institute to relax and enjoy a delicious meal together at the O.Henry's excellent Green Valley Grill. RSVPs will be collected at the beginning of the day.

Friday, December 1

[8:00 AM–NOON]

OPTIONAL Strategy Sessions with Credo Leaders

Credo leaders will be available for one-hour individual strategy sessions for confidential discussion and problem-solving. Topics for exploration include but are not limited to your board of trustees, your leadership cabinet, strategy and strategic planning, student success and retention, presidential coaching and advising. Sign-ups will be available in advance and on site.

- » [Joretta Nelson](#) (she/her), Ph.D., Vice Chairman & Founder of MTN / Owner, Credo
- » [Joanne Soliday](#) (she/her), Co-Founder, Credo
- » [Bill Fahrner](#) (he/his), President / Owner, Credo
- » [Emma Jones](#) (she/her), Executive Vice President / Owner, Credo