



PRE-CONFERENCE WORKSHOP
FEBRUARY 11, 2019

LEADERSHIP FORUM
FEBRUARY 12-13, 2019

THE SCOTTSDALE RESORT AT MCCORMICK RANCH
SCOTTSDALE, ARIZONA

Welcome

WACUBO extends a warm welcome to our Women's Leadership Forum attendees. We are excited to present this event and look forward to spending the next few days with you!



Archibald E. Asawa
President, WACUBO
Soka University of America

Archibald E. Asawa joined Soka University of America in March 1998. He manages the University's operations and serves as the University's Chief Investment Officer, managing a \$1.2 billion endowment. Previously, Asawa was a management consultant to Fortune 500 corporations, universities, and public sector agencies and served as Special Advisor to the Mayor and Manager of Special Projects for Los Angeles Mayor Richard J. Riordan. He is also active in NACUBO, currently serving on the Board of Directors and having served as Chair of the NACUBO Small Institutions Council and National Awards Committee.

Asawa received his BA in Economics from Yale University and attended the doctoral program in management at UCLA's Anderson Graduate School of Management, focusing on strategy and organization.



Katy Rees
Chair, Program Committee
California State University San Marcos

Katy is the Associate Vice President of Administration at California State University San Marcos. She is a passionate employee engagement and organizational change advocate with over two decades of experience in organizational development programs. As Associate VP, she oversees Safety, Health & Sustainability, Integrated Risk Management, and the Vice President's Office, which includes internal audits and compliance, Clery, quality improvement, policies and procedures, and division budget. In addition to chairing the WACUBO Leadership Programs Committee, Katy is a member of the WACUBO Professional Development Steering Committee.

Program Committee

Lauralea Edwards
Washington State University

Carina Celesia Moore
University of California, Davis

Sara Reed
Salt Lake Community College

Lisa Frace
University of California, Davis

Robyn Pennington
California State University

Allison Vaillancourt
University of Arizona

Connie Kanter
Seattle University

Jeanette Perez
Arizona State University

Jean Vock
University of Nevada, Las Vegas

About the Forum

The WACUBO Women's Leadership Forum is two and a half days of inspirational professional development that will help you grow as a leader, develop your career path, and build a support network to help you succeed. Through creative and informative sessions, thought-provoking panel discussions, and group activities, the Forum focuses on women partnering with women to build networks for continued career growth, exploring strategies for work and life integration, and leveraging your unique leadership style to achieve your goals.

Learning Objectives

- Learn how to deploy leadership skills that will advance effectiveness on campus and provide opportunity to build a circle of colleagues to keep in contact with after the Forum
- Learn about the unique management structures in higher education and how to engage with others across the organization
- Learn to recognize the importance and impact of diversity and inclusion in higher education as well as the unique roles and perspectives a diverse workforce brings to our institutions
- Learn techniques for improved business communication and networking and how to utilize those techniques to attain improved working relationships

CPE Information



WACUBO Women's Leadership Forum and Pre-Conference Workshop attendees are eligible to earn CPE units. CPE hours are subject to adjustment due to minor schedule modifications.

The Western Association of College and University Business Officers (WACUBO) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors.

State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.nasbaregistry.org

Agenda at a Glance

Monday, February 11: Pre-Conference

Time	Session/Activity	Speaker(s)
1:00-5:00p	Career Mapping (Part 1): Narrating Your Leadership Journey	Leeann Hunter
1:00-5:00p	Career Mapping (Part 2): Developing Your Leadership Plan	Lauralea Edwards, Carina Celesia Moore, Sara Reed

Tuesday, February 12: Day One

8:00-9:00a	BREAKFAST	
9:00-9:10a	Welcome	Katy Rees, Sara Reed, Arch Asawa
9:10-10:20a	[Opening Keynote] Sassy & Classy: Women for Women	Teri Bump
10:20-10:35a	Networking: Find Your People	Sara Reed
10:35-10:50a	BREAK	
10:50a-12:00p	Your Pathway to Purpose	Allison Vaillancourt
12:00-12:15p	SHE Talk—What to Expect When You're Not Expecting	Lisa Rulney
12:15-1:30p	LUNCH	

Agenda, con't.

Time	Session/Activity	Speaker(s)
1:30-2:45p	Rising Together: Creating Your Network	Lisa Frace, Lisa Loo, Nichol Luoma, Joanne Wamsley
2:45-3:00p	SHE Talk—YOUR Rise to Success	Gina Curry
3:00-3:15p	BREAK	
3:15-5:00p	Rising: A Leadership Journey	Robert Moore, Kelly Fox, Lisa Ordoñez, Joe Carella, Lynn Valenter (Moderator)
5:00-6:30p	Networking Reception	

Wednesday, February 13: Day Two

7:00-8:00a	BREAKFAST	
8:00-8:15a	SHE Talk—Having It All... But Not All At Once	Connie Kanter
8:15-9:15a	Tapping Wisdom Through Table Talks	Carina Celesia Moore, Table Facilitators
9:15-10:00a	Enhance Your Career Through Organizational Engagement and Cultural Competency	Stacy Pearson
10:00-10:15a	SHE Talk—Should You Accept an Interim Role?	Allison Vaillancourt
10:15-10:30a	BREAK	
10:30-11:45a	[Closing Keynote] Powerful Women, Powerful Narratives: Stories of Courage and Change for Women on the Rise!	Lynn Gangone
11:45a-12:00p	Wrap Up	Katy Rees

Session Info and Speaker Bios

(sessions listed alphabetically)

Session

Career Mapping (Part 1): Narrating Your Leadership Journey (Pre-Conference)

In this interactive workshop, participants will be guided through a series of creative writing, storytelling, and close reading activities that draw upon memory, sensory experiences, and affect to begin crafting a leadership narrative about how they see the world and how they hope to make an impact.

The workshop offers models for storytelling and introduces a method to help participants generate a series of texts that can be woven into a meaningful narrative that guides their leadership journey.

Career Mapping (Part 2): Developing Your Leadership Plan (Pre-Conference)

Participants will build off the “Narrating Your Leadership Journey” workshop by developing their leadership values, putting together a concrete plan for growing into those values, and learning specific techniques to help them along this journey.

About the Speaker(s)



Leeann Hunter, *Washington State University*

As a Clinical Associate Professor of English at Washington State University, Leeann Hunter's research engages in the cognitive and affective experiences of work as they pertain to women's professional growth narratives in the 21st-century university. An integrative multimodal specialist, Leeann teaches blended courses that integrate creative writing, textual analysis, historical inquiry, and cultural analysis. As the Assistant Director of Undergraduate Studies, she created the Passport Program, a mentoring and development program promoting long-term professional well-being through community-oriented practices. She is the President of the WSU Association for Faculty Women.



Lauralea Edwards, *Washington State University*

Lauralea Edwards is a business intelligence and data analyst working at the intersection of business and technology at Washington State University. She manages communications between WSU administration and academic departments to help facilitate every aspect of the data life cycle. Previously, she worked at the United States Military Academy at West Point and received public recognition for securing resources in austere environments to integrate people and systems. She holds a BS in Behavioral Science from Andrews University and a Master of International Affairs from Columbia University, and she is currently pursuing a PhD in Cultural Studies and Social Thought in Education at Washington State University. She also chairs the WACUBO Data Analysis Committee.



Carina Celesia Moore, *University of California, Davis*

Carina Celesia Moore, MA, SPHR, CPLP, ACC, is a Director of the UC Davis HR: Talent Management and Development and is responsible for learning and development strategies for 30,000+ employees at the UC Davis and UC Davis Health (Sacramento) campuses. Carina has over 25 years of experience in HR and enjoys transforming organizations into places where people contribute their best work. Since 2004, she has volunteered in several roles with WACUBO, including board member, conference speaker, faculty at the Business Management Institute, and Chair of the Mentoring Program. Carina is an adjunct faculty member of the University of the Pacific Benerd School of Education's Master in Organizational Learning & Effectiveness Program.



Sara Reed, *Salt Lake Community College*

Sara Reed has over 20 years of experience in leadership, management, organizational change, and leadership development. She is the Associate Vice President for People and Workplace Culture at SLCC, where she leads a team to help transform the lives of staff and faculty through their employment. Sara is a faculty member with the University of the Pacific-Sacramento Benerd School of Education. She serves on the Community Advisory Board of the University of Utah's Women's Resource Center, the Community Council for Boulton Elementary School, and chairs the WACUBO Professional Development Workshop Committee. Sara holds an EdD from Drexel University, an MA.Ed from CSU Sacramento, an MS from Troy State, and a BA from University of Minnesota.

Session

Enhance Your Career Through Organizational Engagement and Cultural Competency

In this session we will discuss the importance of understanding the “language” and context of higher education and your Institution’s mission in particular. While it is important to know your area of expertise, you can enhance your value by understanding how national and regional issues impact your campus. In addition, the more proficient and knowledgeable you are about the initiatives, perspectives, and cultures on your campus, the more prepared you are to support campus leadership to achieve success. Seeking and nurturing relationships with your colleagues and others on campus is key to achieving these competencies.

Networking: Find Your People

Part of WACUBO’s mission is to help people connect and network. During this quick session, we will start “finding our people” at the Women’s Leadership Forum 2019.

About the Speaker(s)



Stacy Pearson, *Washington State University*

Stacy Pearson became Washington State University’s Vice President for Finance and Administration and Chief Financial Officer in March 2017. Previously, Ms. Pearson was the Vice President for Finance and Administration at Boise State University (BSU). She has also served as director of internal audit services for the Oregon University System and the Idaho State Board of Education. Stacy is an active participant and presenter for regional and national higher education professional organizations, including the National Association of College and University Business Officers (NACUBO), and she was recently appointed to NACUBO’s Research Universities Constituent’s Council. Stacy earned a bachelor’s degree in business administration from the University of Idaho and a master’s degree in public administration from BSU. She is a certified public accountant and serves on several boards, including College Spark Washington, the Downtown Pullman Association, and the Pullman Moscow Regional Airport.



Sara Reed, *Salt Lake Community College*

Sara Reed has over 20 years of experience in leadership, management, organizational change, and leadership development. She is the Associate Vice President for People and Workplace Culture at SLCC, where she leads a team to help transform the lives of staff and faculty through their employment. Sara is a faculty member with the University of the Pacific-Sacramento Benerd School of Education. She serves on the Community Advisory Board of the University of Utah’s Women’s Resource Center and the Community Council for Boulton Elementary School and chairs the WACUBO Professional Development Workshop Committee. Sara holds an EdD from Drexel University, an MA.Ed from CSU Sacramento, an MS from Troy State, and a BA from University of Minnesota.

Session

Powerful Women, Powerful Narratives: Stories of Courage and Change for Women on the Rise! [Closing Keynote]

Storytelling has been with us since the beginning of time, used as a way to convey language, culture, values, and other human emotions and circumstances. Each of us owns our stories; no one else has had our lived experience and no one else can tell them for us. And although we can't predict the circumstances we find ourselves in, we have agency over how we interpret those experiences for ourselves and others. A tragedy, a blessing, a story of redemption, forgiveness, revenge, failure, or a success—no matter what our story, we are its narrator. We can learn how to create powerful narratives of authenticity and power to assist ourselves and each other to seek and achieve leadership in our respective professional spheres.

Rising: A Leadership Journey

A panel of seasoned higher ed leaders shares their experiences and perceptions in this facilitated discussion. Panelists represent a cross-section of leadership for the broadest perspectives and insights.

About the Speaker(s)



Lynn Gangone, *American Association of Colleges for Teacher Education*

Dr. Lynn M. Gangone is a seasoned education leader with association, agency, and campus leadership experience. Gangone began her career in education working on Carl Perkins Vocational Equity Grants through the New York State Education Department, delivering PK-12 professional development to teachers and guidance counselors. As Vice President of the Maryland Independent College and University Association, she led its academic policy and lobbying work with oversight of teacher education and education accreditation. She has held faculty appointments at the George Washington University Graduate School of Education and Human Development (DC) and the University of Denver's Morgridge College of Education. Prior to her appointment as president and CEO of AACTE, Gangone was Vice President at the American Council on Education (ACE) and Dean of Colorado Women's College, University of Denver. She also served as Executive Director of the National Association for Women in Education and Vice President of Development and Vice President/Dean of Students at Centenary University. She consults, writes, and speaks on education leadership, advancement of underrepresented men and women, strategic planning, and change management.

Gangone received an EdD and M.Ed from Teachers College, Columbia University; an MS and CAS in counseling psychology from the University at Albany, State University of New York; and a BA in political science from the College of New Rochelle. She is a member of the Colorado and Washington, DC chapters of the International Women's Forum (IWF), and served as Colorado's 2013 president and as a fellows mentor of the IWF Leadership Foundation. Some of the many honors she has received include Twenty-Five Most Powerful Women in Colorado, Women of Distinction—Girl Scouts of Colorado, Women Making History—Colorado Black Women for Political Action, Diamond Honoree—American College Personnel Association, and the Ursula Laurus Alumnae Award from the College of New Rochelle.



Robert Moore, *Colorado College*

Robert Moore is Colorado College's Senior Vice President and Vice President of Finance and Administration/Treasurer. He held similar positions at the University of Colorado and the Colorado School of Mines. He is the past President of WACUBO and currently serves as Secretary of NACUBO. He also served on the Board of Directors for University Hospital and on the Douglas County School Board.



Kelly Fox, *University of Colorado Boulder*

As Senior Vice Chancellor and Chief Financial Officer, Kelly Fox provides leadership in the financial management, operational, and planning activities of the University of Colorado Boulder. Fox was Vice President and Chief Financial Officer for the CU System from 2009-2012 and was the University's System Budget Director from 2001-2004. Previously, Fox was Director of Policy, Planning and Analysis at the Colorado School of Mines. She also held budget, policy, and planning posts with the Colorado Office of State Planning and Budgeting and the National Conference of State Legislatures. Fox earned a bachelor's degree in psychology from the University of Nebraska and a master's degree in public administration from the University of Colorado Denver.

Session

Rising: A Leadership Journey (con't.)

A panel of seasoned higher ed leaders shares their experiences and perceptions in this facilitated discussion. Panelists represent a cross-section of leadership for the broadest perspectives and insights.

About the Speaker(s)



Lisa Ordoñez, *University of Colorado Boulder*

Lisa Ordoñez has been a professor in the Department of Management & Organizations and Marketing at the University of Arizona's Eller College since 1994 and has served as Vice Dean since 2015. She received her Bachelor's in Psychology (1988), Master's in Marketing (1992), and PhD (1994) in Quantitative Psychology, all from the University of California at Berkeley. She holds the McClelland Professorship, which recognizes her commitment to academic research. Her current research area is the negative aspects of goal setting and, in particular, how pursuing performance goals can lead to unethical behavior to meet them. Her research has been cited in *Money Magazine*, *The New York Times*, *The Economist*, CNN, Forbes, *Runner's World Magazine*, and *Real Simple Magazine* and featured on NPR Marketplace. She teaches about goal setting, motivation, and incentive systems in executive education programs and has served as an expert witness on the topic.



Joe Carella

Joe Carella has over 20 years of experience in executive and corporate talent development, inclusivity, change management, and strategy formulation and execution. His academic and research engagements have focused on corporate strategy, talent development, and business performance with a variety of corporate clients including Hershey's, Chevron, Fender Musical Instruments Corporation, Intel, Essilor, BBVA, Produce Marketing Association, Xenel Industries, P.F. Chang's, Raytheon, Wallenius Wilhelmsen Logistics, DP World, and Discover Financial Services. He is also responsible for designing, developing and delivering successful executive education programs for global corporations. Joe has been a keynote speaker on the state of the industry at the annual congress of the FITCE – the Forum of European Technology Professionals, the Society for the Plastics Industry, the Association for Talent Development, and Disrupt HR. He has also been a contributor to the *Harvard Business Review* on the challenges of leadership.



Lynn Valenter, *Washington State University Vancouver*

Lynn Valenter is Vice Chancellor for Finance and Operations at WSU Vancouver. She has responsibility for the areas of budget and accounting, capital planning and development, dining services, facilities operations, human resource services, and public safety. Valenter holds a Master of Business Administration from Washington State University and a Bachelor of Science in Hotel Administration from Cornell University. She previously held resort industry management positions and was a faculty member at Scottsdale Community College in Arizona. Valenter began her career at WSU Vancouver as the Facilities and Auxiliary Services Manager in 1997. She was promoted to Director of Finance and Operations in 1999, then to Vice Chancellor in 2005 and served as Interim Chancellor from 2010-2012. She is a past president of WACUBO and is currently Vice-Chair of NACUBO's Board of Directors.

Session Info and Speaker Bios

Session

Rising Together: Creating Your Network

Ten years ago, a small group of senior women at Arizona State University convened a monthly lunch meeting with colleagues across functions to provide a networking opportunity. Over time, the group grew to more than 25 members and served to enable better collaboration and professional development for participants.

Initially intended to be an opportunity to create a collegial support network, the group has delivered substantially greater benefits, including enabling better cross-functional work productivity, improved collaboration, and better on-boarding of new, highly talented members. In addition, most of the women on this panel are highly involved in external professional development organizations, and the relationships have supported one another and provided opportunity and guidance as some entered leadership roles.

This panel will focus on how the network was established, the importance of the connections, and how others might consider a similar group on their campus. It will discuss the benefit to the participants both personally and professionally, as well as the impact on the institution.

About the Speaker(s)



Lisa Frace, University of California, Davis

Lisa joined the University of California, Davis in September 2018 as the Chief Finance and Budget Officer and Senior Associate Vice Chancellor. In this role, she oversees all aspects of financial and resource management for the institution, including Budget and Institutional Analysis, Accounting and Finance, Supply Chain Management, Real Estate, and the Preferred Partnership Program. Prior to joining UC Davis, Lisa spent 13 years at Arizona State University as the Associate Vice President, Budget and Planning, and Chief Budgeting Officer.

Lisa has over 30 years of experience in finance, treasury, strategic planning and budget management, and holds an MBA and Bachelor of Science degree in Health Planning and Administration from Pennsylvania State University. She is the Third Vice President of WACUBO and will serve as President in 2021-2022.



Lisa Loo, Arizona State University

Lisa Loo is Vice President of Legal Affairs and Deputy General Counsel at Arizona State University and is responsible for leadership of the lawyers in the business and transactional practice group. Ms. Loo joined the ASU Office of General Counsel in 1993 after eight years in private practice. She graduated from the University of Virginia School of Law in 1985 and from Fordham University in 1982. Ms. Loo currently serves on the Executive Council of the National Conference of Bar Presidents, and is a past President of the State Bar of Arizona. She is a founding board member of the Arizona Asian American Bar Association and served as Vice President of Victory Together, the primary group that advocated for the voter-approved MLK, Jr./Civil Rights Day in Arizona. The State Bar of Arizona has honored Ms. Loo as the Outstanding Young Lawyer of the Year and for Outstanding Achievement in Advancing Equal Opportunity in the Profession.



Nichol Luoma, Arizona State University

Nichol is the current President of the National Association of Educational Procurement. She is responsible for multiple operations at ASU including supply chain (procurement and materials management), auxiliaries, parking and transit, sustainability practices, risk management, physical security initiatives, and environment health and safety. She is a faculty member for NAEP and WACUBO and has nearly two decades of operations management experience, holding the following positions: Vice President of Operations for Boon Inc. and Keen Distribution; Senior Supply Chain Consultant at Clarkston Consulting; and multiple supply chain roles at Intel Corporation. Nichol holds a bachelor's degree in Supply Chain Management from ASU (Summa Cum Laude), where she was honored as the Outstanding Graduating Senior for WP Carey College of Business, and she also holds an MBA (Summa Cum Laude) from Duke University, where she was a Fuqua Scholar.

Session

Rising Together: Creating Your Network (con't.)

This panel will focus on how the network was established, the importance of the connections, and how others might consider a similar group on their campus. It will discuss the benefit to the participants both personally and professionally, as well as the impact on the institution.

Sassy & Classy: Women for Women [Opening Keynote]

Imagine a world where women supported, lifted, and promoted each other. Without this we may never see, feel, or taste gender equity. So what do we need from one another now? What do you need from other women?

This fast, visual, multimedia opening is a result of over 20 years of women's leadership institutes, presentations, and coaching. Join us to discover and share your thoughts on what we all can do to teach, lift, promote, and celebrate a sister. Together and with purposeful action we can stop imagining and all reach, do, and succeed.

About the Speaker(s)



Joanne Wamsley, Arizona State University

Joanne serves as ASU's Chief Accounting Officer, overseeing student business services, investment management, tax compliance, business technology services, debt issuance, general accounting, and other financial management services. Ms. Wamsley earned bachelor's degrees in economics and accounting as well as an MBA from ASU. She began her professional career in Denver, Colorado with KPMG (formerly Peat, Marwick, Mitchell & Co.) prior to joining the ASU Financial Services office in 1983. She held progressively more responsible leadership positions in the financial services office until her current appointment in December 2009.

Ms. Wamsley is a certified public accountant, certified government financial manager, and chartered global management accountant. She is a member of the American Institute of Certified Public Accountants, the Arizona Society of Certified Public Accountants, and the Association of Government Accountants.



Teri Bump, American Campus Communities

Teri Bump is the Vice President of University Relations & Student Affairs for American Campus Communities, the first publicly traded student housing REIT. Teri presents nationally on university trends and issues and has delivered educational sessions and keynotes for ACE, NASPA, ACUHO-I, NACUBO, NIRSA, ACPA, NACAS, NASAP, and APPA. She currently serves on the faculty for Chema's Women's Leadership Institute and SACUBO's Chief Business Officer Institute and has presented at NASPA's Manicur Symposium, Aspiring, Escaleras and New SSAO Institutes. Teri is a past ACUHO-I and ACPA Foundation Board trustee and currently serves on the NACAS Education Foundation Board and the ACPA Senior Student Affairs Officer Advisory Board. She has also written for the ACUHO-I Talking Stick, NACAS Journal, the NASPA Leadership Exchange and participated in the "21st Century Project."

In 2007 Teri was awarded the ACUHO-I Corporate Friend Award for service to the association, the Business Partner of the Year Award at the 2007 national NACAS conference and the 2010 ACPA and 2015 NACAS West Business Partner of the Year Awards. In 2014 she was honored for her service to the African American Male & Female Summits at the NASPA national conference, received the 2016 Diamond Honoree Award from ACPA for her service to the student affairs profession, and was named a NASPA Pillar of the Profession in 2017.

Prior to joining American Campus Communities in 1991, Teri served Boston University, Oberlin College, University of Illinois Champaign-Urbana, Alfred University and SUNY Oswego in student affairs. Teri received her bachelor's degree in Sociology from SUNY Oswego and her master's in College Student Development from Alfred University.

Session

SHE Talk—Having It All...But Not All At Once

Hear how this woman approached work/life balance given her commitment to being “all in” in all she does. Find what works for you to leverage your strengths and feed your soul.

SHE Talk—Should You Accept an Interim Role?

The opportunity to hold a new leadership role, even temporarily, can seem validating and intellectually invigorating. But do interim assignments help or hurt our careers?

Allison Vaillancourt will share her experience both accepting and declining these opportunities.

SHE Talk—What to Expect When You're Not Expecting

Before you're ready... that is when life happens. Grab hold of it and take control! Lisa Rulney will share her experience serving as the Interim Senior Vice President for Business Affairs and Chief Financial Officer at the University of Arizona.

About the Speaker(s)



Connie Kanter, *Seattle University*

Connie is the Chief Financial Officer and Senior Vice President for Finance and Business Affairs. She is responsible for Finance, Facilities, Auxiliaries and Information Technology. Prior to joining Seattle University in 2012, Connie was a member of the Seattle business community since 1983, when she began her career with Hewlett-Packard. She later served as Vice President and Chief Financial Office of Physio-Control and was most recently Controller for Clarisonic until its acquisition by L-Oreal Group. She earned her bachelor degree from the University of Pennsylvania's Wharton School and her MBA from the University of Chicago. She is also a Certified Public Accountant.



Allison Vaillancourt, *The University of Arizona*

Allison M. Vaillancourt, PhD, is the Vice President for Business Affairs and Human Resources at the University of Arizona, where she is also a Professor of Practice in the UA School of Government and Public Policy. Allison is a 10+ year member of the WACU-BO Business Management Institute faculty, a leadership advisor to several national organizations and a regular columnist for the *Chronicle of Higher Education*. She also accepts occasional consulting and executive coaching opportunities. Allison is former national chair of the College and University Professional Association for Human Resources (CUPA-HR) and TIAA Advisory Council, and she is currently Vice Chair of both the American Research Universities HR Institute and Society for Higher Education Human Resources Executives. Deeply engaged in the Tucson community, Allison is a member of the Community Foundation of Southern Arizona's Board of Trustees and Women's Foundation of Southern Arizona Advisory Council. She also serves as a *pro bono* organizational consultant for Tucson Social Venture Partners.



Lisa Rulney, *The University of Arizona*

Lisa Rulney was appointed Interim Senior Vice President for Business Affairs and Chief Financial Officer in October 2018. She is the UA's senior business and financial officer with responsibility including financial services, human resources, institutional equity, procurement, contracting, auditing, facilities management, parking, transportation, planning, design, and construction of facilities, real estate management, Arizona Public Media, risk management, systems control, and the university police. As a member of the President's senior leadership team, Lisa provides strategic leadership of the university finance and administration functions.

Since joining the UA in 2001, Lisa has served as the Vice President for Financial Services, Assistant Dean for Finance and Administration for the College of Engineering, Assistant Dean for Finance and Administration for the College of Education, and Assistant Director, Finance and Administration for the Arizona Research Laboratories. A member of National Council of Research Administrators (NCURA) since 2001, Lisa has served on regional and national levels and was a NCURA Traveling Faculty member. She is a 2004 graduate of the NCURA Leadership Development Institute.

Session

SHE Talk—YOUR Rise to Success

Who decides what success is? YOU DO! This SHE Talk will explore how to assess YOUR values, identify what gives YOU energy, and find YOUR own path to success.

Tapping Wisdom Through Table Talks

In this interactive session, you will have the opportunity to engage in facilitated table topic discussions, be curious, and tap into collective wisdom. Join others who share your interest in timely topics for women on the rise (e.g., Unwritten Rules, Imposter Syndrome, Work-life Integration, Gender and Race Considerations, Leader Within, When to Stay/When to Go, Furthering Education, Motherhood, Executive Presence). As you explore topics, you will make discoveries and have fun tapping wisdom through table talks.

Your Pathway to Purpose

There is a difference between having a job and pursuing your purpose. One pays the bills and the other makes a difference. Moving from employment to the pursuit of our essential life purpose takes some deep reflection and may require community support from others. In this session, you will share your talents and aspirations in a supportive environment and partner with members of the WACUBO community to create a roadmap toward greater professional impact.

About the Speaker(s)



Gina Curry, *California State University, Sacramento*

Gina Curry has worked for CSU Sacramento (Sacramento State) for over 23 years. She is the Associative Vice President for Financial Services in the Administration & Business Affairs Division. Prior to serving as AVP for Financial Services, she spent 20 years in the Student Financial Services/Bursar's Office in various positions, including 10 years as Director. She served for four years on the NACUBO Student Financial Services Council, including as Chair in 2015/2016. Gina graduated with a BS in Business Administration (Marketing) and an MBA from Sacramento State.



Carina Celesia Moore, *University of California Davis*

Carina Celesia Moore, MA, SPHR, CPLP, ACC, is a Director of the UC Davis HR: Talent Management and Development and is responsible for learning and development strategies for 30,000+ employees at the UC Davis and UC Davis Health (Sacramento) campuses. Carina has over 25 years of experience in HR and enjoys transforming organizations into places where people contribute their best work. Since 2004, she has volunteered in several roles with WACUBO, including board member, conference speaker, faculty at the Business Management Institute, and Chair of the Mentoring Program. Carina is an adjunct faculty member of the University of the Pacific Benerd School of Education's Master in Organizational Learning & Effectiveness Program.



Allison Vaillancourt, *The University of Arizona*

Allison M. Vaillancourt, PhD, is the Vice President for Business Affairs and Human Resources at the University of Arizona, where she is also a Professor of Practice in the UA School of Government and Public Policy. Allison is a 10+ year member of the WACUBO Business Management Institute faculty, a leadership advisor to several national organizations and a regular columnist for the *Chronicle of Higher Education*. She also accepts occasional consulting and executive coaching opportunities. Allison is former national chair of the College and University Professional Association for Human Resources (CUPA-HR) and TIAA Advisory Council, and she is currently Vice Chair of both the American Research Universities HR Institute and Society for Higher Education Human Resources Executives. Deeply engaged in the Tucson community, Allison is a member of the Community Foundation of Southern Arizona's Board of Trustees and Women's Foundation of Southern Arizona Advisory Council. She also serves as a *pro bono* organizational consultant for Tucson Social Venture Partners.



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WACUBO
1110 Vermont Avenue NW, Suite 800
Washington, DC 20005



(202) 861-2556



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