

SESSIONS cont.

Could’ve Been an Email...

Friday, February 21 | 8:30 am - 10:00 am | Ahren Crickard

Are you making progress or just surviving meetings that could've (or should've) been emails? In this workshop, you'll learn practical steps to productive meetings by: defining topics that should *and should not* be a meeting; calculating the cost of a meeting; setting clear expectations for meetings; clarifying roles and responsibilities of attendees; and creating actionable goals for meetings. This interactive session will engage attendees in fun, participatory and collaborative activities.

High Performing Organizations: Keys to Success

Friday, February 21 | 10:30 am - 11:45 am | Colleen Rozillis & Mark Steranka

You have invested significant time and resources to build a talented team of leaders, but how do you retain them for the long term and keep them focused on driving high performance, promoting your unique culture, and setting an example for others in your organization? Learn how a focus on four attributes of high-performing organizations can help your organization to improve performance and address succession and engagement challenges.

PRESENTERS

Arch Asawa

Vice President for Finance & Administration, CFO & Chief Investment Officer  
Soka University



Arch Asawa joined Soka University of America in March 1998. Asawa’s responsibilities include the overall management of the University’s operations, including budget, finance, endowment, information technology, development, community relations, facilities and landscape management, mail room, purchasing, environmental health and safety, security, events, contracts management and auxiliary businesses. He currently serves as the University’s chief investment officer, managing a \$1.3 billion endowment. He currently serves on the NACUBO Board of Directors, the WACUBO Board of Directors, and is the immediate past President of WACUBO.

Dianne Brennan

Assistant Vice President - University of Arizona



Diane Brennan serves as Vice President within the Division of Human Resources at the University of Arizona. She is passionate about strengthening leaders and teams to create a culture where people and organizations thrive. Prior to joining the University, she was president of Brennan Associates, a coaching and consulting company working with leaders and teams in higher education, healthcare, aerospace, engineering, and technology organizations internationally. Additionally, she has over 20 years of experience as a senior executive in private and publicly traded healthcare organizations.

Teresa Constantinidis (President - WACUBO)

Senior Vice President for Finance & Administration - University of New Mexico



In her role as Senior Vice President, Teresa Costantinidis is responsible for the units that provide financial, administrative, and other support functions to the UNM main campus including the Office of Planning, Budget & Analysis, Human Resources, Information Technologies, UNM Police Department, Financial Services Division, Safety & Risk Services, and Institutional Support Services. Teresa is an active presenter and board member of the Western and National Association of College and University Business Officers and currently serves as President.

LEADERSHIP PROGRAMS COMMITTEE

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California State University, San Marcos

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NOTES

Thank you to Moss Adams for  
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Leadership Symposium



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2020 LEADERSHIP SYMPOSIUM

FEBRUARY 19-21, 2020 | SCOTTSDALE, AZ

AGENDA

Wednesday, February 19 | Pre-Symposium Workshop

12:00 pm - 1:00 pm Pre-conference Registration - Maricopa

1:00 pm - 5:00 pm Creating the Workplace We Want

Thursday, February 20 | Day One

7:00 am - 8:30 am Breakfast - Vista Verde

Registration Check-in - Maricopa

8:30 am - 8:45 am WACUBO President’s Welcome

8:45 am - 9:45 am Opening Keynote

Better Together: Creating an Inclusive Workplace

9:45 am - 10:00 am Break - Trading Post

10:00 am - 11:10 am Leadership Table Talks - Learning From Others

11:15 am - 12:15 pm Leadership Panel - Journeys and Lessons Learned

12:15 pm - 1:30 pm Lunch - Vista Verde

1:30 pm - 3:30 pm Understanding Communication Styles for  
a More Effective Workplace

3:30 pm - 3:50 pm Break - Trading Post

3:50 pm - 5:00 pm Delivering Conscious Feedback with COIN:  
The Neuroscience of How to Create Impact

5:00 pm - 6:30 pm Networking Reception - Garden Court

Friday, February 21 | Day Two

7:00 am - 8:00 am Breakfast - Vista Verde

8:00 am - 8:20 am Welcome Back Activity

8:30 am - 10:00 am Could’ve Been an Email...

10:00 am - 10:30 am Break - Trading Post

10:30 am - 11:45 am High Performing Organizations: Keys to Success

11:45 am - 12:00 pm Symposium Wrap-Up

## SESSIONS

### **Pre-Symposium Workshop - Creating the Workplace We Want Wednesday, February 19 | 1:00 pm - 5:00 pm | Diane Brennan**

A positive workplace culture increases creativity and productivity, makes work more meaningful and reduces stress among employees. When this culture is absent, work teams fracture, accountability is lost, fear permeates the environment, and communication and efficiency suffer. Creating the Workplace We Want™ offers participants insight into how the University of Arizona, Office of Leadership & Organizational Development engaged faculty, staff, and leaders with an interactive approach that has sparked behavioral and culture change throughout a very traditional academic institution.

### **Opening Keynote - Better Together: Creating an Inclusive Workplace Thursday, February 20 | 8:45 am - 9:45 am | Diza Sauers**

Living life post 4th Industrial Revolution requires a whole new mindset and toolkit. Gleaning the most powerful leadership lessons from over a decade of coaching and training executives, this session puts you on the fast track for finding your footing in a VUCA (Volatile, Uncertain, Complex, Ambiguous) world. The only certainty we can count on is change; how we find our balance and thrive, depends on the tools we have in our kit.

Through the lens of the success and failures of other executives facing similar disruption, learn about the neuroscience of your brain on change. Sorting through the issues of bias in the workplace and the challenges that surface around triggers, we will look at what happens with Exploding Doormats and how we really find the Molecule of Trust. Based on putting the latest tools in your kit for the self, the team, and the organization, this hands-on and lively presentation really digs down into how to collaborate on a thriving workplace by looking at how we truly are Better Together.

### **Leadership Table Talks - Learning from Others**

#### **Thursday, February 20 | 10:00 am - 11:10 am | Carina Celesia Moore**

In this interactive session, you will have the opportunity to engage in facilitated table topic discussions, be curious, and learn from others. Join symposium participants who share your interest in timely topics for leadership development. As you explore topics, you will make discoveries, and have fun learning from other leaders.

### **Leadership Panel - Journeys and Lessons Learned**

#### **Thursday, February 20 | 11:15 am - 12:15 pm**

#### **Carina Celesia Moore, Arch Asawa, Jean Vock, Lisa Rulney, Doug Freer**

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.

### **Understanding Communication Styles for a More Effective Workplace**

#### **Thursday, February 20 | 1:30 pm - 3:30 pm | Taffany Lim**

This fast-paced, highly interactive workshop will help you better understand and work with different communication styles for a more effective and productive workplace. Every communication style brings its own strengths and contributions, so come prepared for some candid conversation and laughter while we explore how everyone can contribute to a more healthy work environment.

### **Delivering Conscious Feedback with COIN:**

#### **The Neurosciences of How to Communicate with Impact**

#### **Thursday, February 20 | 3:50 pm - 5:00 pm | Crystal Miller**

Discover what science reveals about the challenges and opportunities for intentional feedback. In this interactive session, explore your personal style of feedback, learn from peer experiences, and practice using verified techniques for delivering thoughtful and strategic feedback using the COIN method.

## PRESENTERS cont.

### **Ahren Crickard**

#### *Strategic Academic Initiatives - UC San Diego*



Since 2001, Ahren has worked with the University of California San Diego Office of the Executive Vice Chancellor and Chancellor on various strategic academic initiatives, including international and technology strategy. Her skills in continuous improvement, process efficiency and change management are utilized to examine business processes, as well. By trade, she is an attorney, but she is also a Lean Six Sigma Black Belt and has a background in Prosci Change Management and Project Management coursework.

### **Doug Freer**

#### *Vice President, Administration and Finance - CSU San Bernardino*



Dr. Doug Freer has served as Vice President for Administration and Finance and Chief Financial Officer at California State University, San Bernardino since 2014. His responsibilities include leading human resources, budget and accounting, facilities management, capital planning and construction, campus auxiliaries, procurement, risk management, environmental health, audit services, police, parking, and emergency services. A tireless advocate for students and services to support them for over 30 years, Dr. Freer attributes his long tenure in higher education to his experiences simultaneously implementing enrollment management, student success, business, and capital planning strategies that significantly broaden the appeal of the university to a wide range of student populations.

### **Taffany Lim**

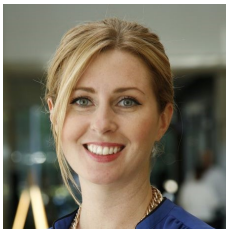
#### *Senior Director, Center for Engagement, Service & the Public Good - CSU Los Angeles*



Taffany Lim has served as the Senior Director of Cal State LA's Center for Engagement, Service, and the Public Good for the past five years where she oversees the University's community and engagement initiatives. Her diverse portfolio includes service learning, preschool literacy and kindergarten readiness programs (Jumpstart), and the only bachelor's degree program for incarcerated students in the state of California.

### **Crystal Miller**

#### *Director of Leadership Development - CSU Office of the Chancellor*



Dr. Crystal Miller currently serves as the California State University Systemwide Director of Leadership Development and as a lecturer at San Diego State University's Fowler College of Business. With over 10,000+ hours in executive coaching and training, she has provided leadership and organizational development for organizations like Nike, the U.S. Marine Corps, the Ken Blanchard Companies, and U.S. Bank.

### **Carina Celesia Moore**

#### *Director, Talent Management and Development - UC Davis*



Carina Celesia Moore is Director of the University of California Davis HR: Talent Management and Development, and is responsible for learning and development strategies for over 30,000 employees. She oversees professional development, leadership development, training administration, worklife, and career coaching and counseling. Since 2004, she has engaged in several volunteer roles with WACUBO including board member, conference speaker, faculty at the Business Management Institute, and chair of the Mentoring Program.

## PRESENTERS cont.

### **Colleen Rozilis**

#### *Senior Manager - Moss Adams LLP*



Colleen has been advising local, state, and tribal governments and not-for-profits on improving their operations and efficiency since 2005. She helps clients assess their organizational and program effectiveness, and assists them with developing and refining their performance and level-of-service measures. Her areas of expertise include strategic planning, organizational assessment, policy development, performance metric development and reporting, business process reengineering, strategic communications and reporting for decision makers, and best practices benchmarking.

### **Lisa Rulney**

#### *Senior Vice President, Business Affairs / CFO - University of Arizona*



As Senior Vice President for Business Affairs and Chief Financial Officer, Lisa Rulney serves as the 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.

### **Diza Sauers**

#### *Professor of Practice, Academic Director, Eller Executive Education University of Arizona*



Diza Sauers has taught leadership and managerial communication in its various practices at Eller College of Management for the past 15 years, and works as a communication consultant across industries to help facilitate more effective communication and planning in any enterprise. A certified Hogan coach, Sauers' expertise also resides in providing individual and team coaching to arrive at more collaborative and productive work environments. Whether working with larger venues, mid-size enterprises, or small start-ups, Sauers is skilled in facilitating conversations that result in vision setting, managing challenges, and communicating change.

### **Mark Steranka**

#### *Partner - Moss Adams LLP*



Mark Steranka has over 30 years of experience working with higher education institutions, governments, and not-for-profit organizations. He helps organizations improve performance and take their organization and people to the next level. He is a regular speaker on organizational performance at national conferences.

### **Jean Vock**

#### *Senior Vice President, Business Affairs and CFO - University of Nevada Las Vegas*



Jean Vock has been with the University of Nevada Las Vegas since 2017 and her responsibilities include oversight of the controller's office, financial services, administrative services, facilities management, planning, construction, real estate and human resources. Jean is passionate about professional development and organizational effectiveness. Jean is actively involved in professional associations and served as President of WACUBO for the 2016-17 program year and as a member of the NACUBO board of directors from 2015-2018.