



**Alfred University
Women's Leadership
Center
2010-2011 Annual Report**

OUR MISSION:

*To provide opportunities to explore,
develop and fulfill leadership potential to
meet the challenges of a complex world.*

Alfred University

FROM THE DIRECTOR...

Some say a butterfly resting on you is an omen of good luck. It has been my very good luck to be with Alfred University to direct the Women’s Leadership Center. I am very pleased with this year, and extraordinarily proud of our five years of excellence.

2011 marks our 5th Anniversary. The Women’s Leadership Center of AU has a great deal of which to be proud; we have accomplished amazing things in a short while, and our future shines brightly.

This year, the WLC experienced highs and lows, the most tragic being the loss of our treasured friend and champion, Beth Judson. We soared to heights we didn’t expect (although we hoped for). Our impact on student learning, and the campus as a whole, is impressively positive. We received a National Science Foundation grant which will support leadership education for women in engineering. Our Women of Influence speakers represented a broad mix of views, experiences and achievements. We welcomed more participants to our programs than in any previous year. Our Women’s Leadership Academy students completed a dizzying array of capstone projects, resulting in meaningful change for the campus and our community. The WLC also became the home of a new professional association which links college women’s leadership offices across the country. And we established new awards to acknowledge outstanding student leaders.

Of course, our achievements are due to the constant support we receive from donors and friends, alumni and students, staff and faculty. You have been a very important part of our success. And personally, I want to publicly thank Cheryl Foster, WLC secretary. She is a cherished partner in the daily work of the WLC.

The *Annual Report* provides you with highlights from this year, offering you a unique perspective of the achievements of the WLC. I invite you to read this report, and reflect on all the good we’ve achieved. I welcome your feedback.

And may a butterfly land on you.

Sincerely,



FROM THE VICE PRESIDENT FOR STUDENT AFFAIRS

What a year this has been for the Women's Leadership Center! As the Academy students presented their capstone projects one after another, it couldn't have been clearer how much the WLC has changed our campus for the better. The WLC has educated our 2011 Marlin Miller Outstanding Senior, our Student Senate President and Vice President, our Abigail Allen award winner, and many Student Innovation Award and Alfred nominees and winners.

Most significantly, the influence of the WLC has created a demand for leadership education among our students that I didn't see five years ago. It's been incredible to see our students wanting more and more opportunities to practice and grow as leaders. As we begin to collaborate with other entities within the soon-to-be-created Beth Robinson Judson Leadership Center, I am confident the WLC will continue its absolute insistence on the highest quality leadership education for our women students, in keeping with AU's strong history and even stronger future. Thank you to all our wonderful Board members, student leaders (both continuing and emerging) and colleagues within the AU community who make sure we're bringing our A game.

--Kathy Woughter



FROM THE WLC ADVISORY BOARD PRESIDENT

The WLC and the Leadership Academy have taken off like a rocket and in five short years the accomplishments are vast. On one level, the WLC is impact- and results-oriented; on another level it embraces the less measurable yet critically more important aspects of leadership: to build confident change-makers. I so admire the young adults who have walked through the WLC doors and participated in all we have to offer. AU students have the opportunity to stretch, develop, and experience personal growth in a safe and nurturing environment at the WLC. They have developed confidence in their leadership. They value relationships with a diversity of people. They act in ethical and authentic ways. More importantly, though, I believe our Academy students have learned more about themselves than they ever thought possible. That knowledge and the lasting friendships they have developed through the WLC and the Alfred experience will change their lives for the better and forever. I have been, and continue to be, so very proud to be part of the WLC Advisory Board. We have achieved great things, with even greater to come.

--Sherry Walton

Our Mission:

Building on Alfred University's heritage as the nation's first truly co-educational institution of higher learning, the Women's Leadership Center provides opportunities for Alfred University's women to explore, develop and fulfill their potential as leaders personally, professionally and in their communities as they meet the challenges of a complex world.

Advisory Board:

Ms. Pamela Bernstein '71

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Dr. Susan Rogers '75

Dr. Nannette Stangle-Castor '94

Ms. Sherry Walton '80

Ms. Lori Wellman

Ms. Kathy Woughter '93

Dr. Peggy Wozniak '72



In Memoriam

Dr. Elizabeth (Beth) Robinson Judson ('82) was a founding member of the Women's Leadership Center Advisory Board, a devoted University Trustee, trusted mentor, and cherished friend. In October of 2010, she and her husband Jim were killed in a private plane crash. The loss of her grace, friendship, wisdom and humor is deeply felt. To honor her, and to continue the work her generous gift supported, Alfred University has established the Beth Judson Leadership Center, which will serve as the home of the Women's Leadership Center, the Horowitz Leadership Development program and the Saxon Sidekicks mentoring program. If you would like to make a gift in Beth's honor, please contact Ms. Lori Wellman of University Relations at 607-871-2144.

2010-2011 Annual Goals

Goal 1: Provide regular opportunities to promote community building for the campus.

The *What I Know Wednesday* series invited campus and community members to share their avocations and hobbies. Guests included Mark McFadden who discussed maple sugaring, DeAnna Harris on Wicca, Patty Crast on Jewelry Making, Dawn Grosso on Wine and Food Pairings, Anton Flint on Electronic Gadgets, and Linda Handeville on Jams, Jellies and Fudge. In addition, the WLC sponsored a birthday party for Abigail Allen, AU's 'founding mother', and we hosted several fitness sessions (with personal trainer Brian Dunham) to promote women's wellness. The Women's Leadership Academy leadership capstone projects also provided community gathering opportunities.

Goal 2: In collaboration with the School of Engineering and LAS, provide leadership training for women students in STEM fields.

The WLC, in collaboration with the Inamori School of Engineering, successfully won a National Science Foundation grant to support the E-LEAD SCHOLARS program, beginning in fall 2012. The total grant award was \$570, 693 for five years. The E-LEAD SCHOLARS program will provide academic scholarships and leadership/career training (including mentoring and a shared living/learning community) to students enrolled in Engineering programs, with a preference for women students. (E-LEAD is an acronym of Engineering Leadership Education and Development). Participants in the program will also assist in recruiting new scholars and they will mentor first- and second-year Engineering students. Additionally, one program, *Advice from an Alumna: Dr. Nannette Stangle-Castor* provided an opportunity for upper-level science students to interact with a highly successful alumna from AU's Biology program.

Goal 3: Sustain the established excellence in our programming at a level of 3.50/4.00 average satisfaction rating.

In a programming year of over 35 events, only four events did not meet this goal. The average satisfaction score of our programs was reported at 3.67.

Goal 4: Host a retreat for directors affiliated with Women's Leadership Centers/Institutes from across the country.

In December of 2010, the WLC welcomed visitors from across the country to participate in a day-long retreat for directors of college-level women's leadership centers/offices. Our guests represented the full spectrum of institutional type, and travelled from California, Michigan, New Jersey, Massachusetts, Pennsylvania, Connecticut, and Washington DC. As a result, WILDER (Women in Leadership Development, Education and Research), was formed, which serves as a networking group designed to support best practices, curriculum development, and resource opportunities for women's leadership education.

Goal 5: Prepare for 5th Anniversary of the WLC.

In June 2011, the WLC hosted a 5th Anniversary, in conjunction with Reunion Weekend. An Open House and Anniversary Banquet served to spotlight and celebrate the various achievements of the WLC at Alfred.

The 2010-2011 Year Programming Highlights



Women of Influence speakers

Ms. Christina DelliSanti-Miller, founder, Athena Collaborative Group
Ms. Enid Borden ('72), president and CEO, Meals on Wheels Association of America
Dr. Kate Foster and Ms. Brigid Doherty, WNY Women's Fund, Pathways to Progress Initiative
Dr. Maureen LeBoeuf, Brigadier General (Ret.), U.S. Army

Special events

Grow Your Own: Careers in Green/Eco Industries Panel Discussion with Cheryl Rogowski (CEO, Rogowski Farms), Dr. Michele Hluchy, Ms. Amanda Vizcarra ('04) and Ms. Karen Baker ('85)
Saxon Chef Cook-off and Auction
What I Know Wednesday lunchtimes series
Mentoring Matters: An Alumnae Panel Discussion with Dr. Beth Rothwell '90, Dr. Peggy Wozniak '72 and Ms. Rachel Comstock '96
AU Mentor Appreciation Day
A Birthday party for Abigail Allen
A Women's Leadership Directors' Retreat
Fit Women Wellness Series
John Blundell, author of *Margaret Thatcher: Portrait of the Iron Lady*
Advice from an Alumni: Dr. Nannette Stangle-Castor ('94)

Learn2Lead Workshop Series

Public Speaking: From Terror to Terrific
Link, Friend or Tweet: Using Social Media in Your Job Hunt (with Patrick Baynes, ('07)
Which fork? And Other Pesky Etiquette Issues (with Lydia Becker, AVI Dining/Catering)
Crafting your Resume (with Mark McFadden, director, AU Career Development Center)
Interviewing Strategies (with Mark McFadden, director, AU Career Development Center)
Salary Negotiation (with Jill Crandall of the AU Career Development Center)
Elevator Speech and Networking How-To (with Jill Crandall of the AU Development Center)

WLC Research Award recipients

Marissa Ray (Biology, '13) to study women physicians in European healthcare systems during her internship to France with WISE Abroad
Leigh Long (School Psychology, '12) to develop a self-study assessment protocol for women's leadership centers

Bernstein Leadership Award recipients

Marissa Ray (Biology, '13) to study women care providers in European healthcare systems during her internship to France with WISE Abroad
Hannah Certis ('11) to assist with Women's Leadership Academy instruction, develop a campus-wide mentor appreciation event, and support special WLC programming.

Our Women of Influence Speakers...



Ms. Christina DelliSanti-Miller, founder, The Athena Collaborative Group, presented “It’s a *Mad Men* World: Gender relations in the workplace.” Her comments sparked a lively discussion about gender bias and double standards which persist in professional settings.

“No one is stopping you from achieving your dreams. Being in college means you are advantaged and privileged, so you have the tools others don’t. Use them to go fix the situations you don’t like.”



Ms. Enid Borden, president and CEO of Meals on Wheels Association of America presented “Advocacy as Leadership”. She called attention to the issue of hunger in America, particularly among elderly women.

“When women are hungry and living in poverty, we threaten our own society. You have a moral obligation to take a stand, to take action. Advocacy IS leadership, and you need to get busy.”



Dr. Kate Foster (far left) and Ms. Brigid Doherty presented their findings from the WNY Women’s Fund research project *Pathways to Progress* which revealed barriers to success for our girls and young women in the region.

“When women falter, the region falters. When women thrive, the region thrives.”



Dr. Maureen LeBoeuf, Brigadier General (Ret.) shared her step-by-step strategy for creating a leadership philosophy for living a meaningful life, regardless of career path or profession.

“It starts with your core values. Who you really are as a human, a woman, a man. You must be willing to share yourself with others so they understand where you are leading them. Holding yourself away will limit the effectiveness you have as a leader.”

Our Impact

Participation data: 681 persons participated in our programs throughout the year.
 482 attended events of the Women's Leadership Academy capstone projects.

We assessed several student learning outcomes, and asked students to what level our programs improved their communication skills, self confidence, growth toward personal/professional goals, ability to collaborate with others and appreciation for inclusion and diversity. The results (at the agreed/strongly agreed level):

88% stated their communication skills (i.e. speaking, listening interpersonal, public presentation) improved because of our workshops.

84% felt better equipped to work toward personal/professional goals.

84% felt an increased ability to collaborate with others.

72% reported a greater appreciation for inclusion and valued diversity more.

72% expressed an increased sense of confidence and self efficacy in leadership activity.



We also completed a comprehensive self-study which revealed these outcomes:

- Students are drawn to the WLC because of the variety of programs, and their own interest in women's issues.
- Students appreciate the many ways they can practice leadership through the training the WLC provides.
- Students report that because of their association with the WLC, they have increased their knowledge about leadership theories, gender issues, ethical orientations, and core communication skills.
- Faculty and staff report that the WLC is valued because of the variety of programming, and the opportunity we offer for employees to mentor students in a different context (rather than limited to academic program).
- Students and faculty/staff report that the WLC presents issues of women's issues/feminist perspectives in an empowering way, encouraging active leadership to create change.

The Women's Leadership Academy

As one of the signature programs of the WLC, the Academy offers intense leadership education and training for selected students. The Academy is academically based and augmented with experiential education, mentoring and a capstone project. It provides a unique framework in which to explore leadership capacity. In 2010, twenty students were actively involved in the Academy.



Women's Leadership Academy 2010-11 Capstone projects

Women's Conference 2010

Women's Advocacy at Alfred: A Mural

Silence = Violence, an awareness campaign to raise support for Somali women and children

E-Board 101, a leadership conference for executive officers of AU student clubs and organizations

All Parts at Peace, a performing arts event to encourage body awareness and acceptance

Baskets for MS, a 3-on-3 basketball tournament fundraiser

When Push Comes to Shove, a series of events to raise funds to help victims of domestic violence

Marketing Plan and Campus Impact Assessment for the WLC

Women's Leadership Academy Learning Outcomes

Each year, members of the Academy are surveyed to measure the impact on various learning outcomes. This chart reports the results (5.00 scale):

Deeper understanding of feminism/women's issues:	4.47
Understanding of leadership theory and skills	4.36
Improved skills in communication	4.29
Greater appreciation for diversity and inclusion	4.25
Improved sense of confidence	4.19
Improved academic/intellectual development	3.93
Growth toward personal/professional goals	3.93
Improved relationships with others	3.93

Student Leadership and Research Opportunities



Autumn McLain ('11) completed a research project based on the *Multi-Institutional Survey of Research*. Autumn conducted qualitative interviews to determine how AU might best enrich leadership education on campus. Her findings were reported at the Fall 2010 University Trustee meeting.

Marissa Ray ('13) served an internship with WISE Abroad to conduct research on women physicians within the European healthcare system. Her experiences were supported by the *Bernstein Leadership Award* and the *WLC Research Award*. She will present her findings during the 2011-12 academic year.

Hannah Certis ('11) completed a year-long internship with the WLC, supported by the *Bernstein Leadership Award*. Hannah was chiefly accountable for organizing the 5th Anniversary Open House activities and artifacts, conducting historical research and compiling the information. She also organized the Mentoring Appreciation luncheon, which celebrated faculty and staff who were nominated by the student body at large for special recognition in excellence in mentoring. Hannah also served as a teaching assistant for the Women's Leadership Academy.

Leigh Ann Long ('12), a graduate student, developed a self-study assessment protocol for women's leadership centers, based on measurement standards of the National Leadership Program Clearinghouse, NASPA's *Learning Reconsidered*, and the Council for the Advancement of Standards. This project mapped learning outcomes for general student leadership programs, women's centers and mentoring offices, combining benchmarks in to one useful instrument. Her project was supported by the *WLC Research Award*.

Kacie Dean ('11) and **Ana Devlin Gauthier** ('12) developed and presented a workshop on "Your Leadership Colors" at the National Student Leadership Symposium at George Washington University and at the Western New York Student Leadership Conference at Medaille College. Their workshop was based on the scholarship of Dr. Shoya Zichy's *The Leadership Q*.

The Alpha Kappa Omicron Leadership Awards, established this year, will be awarded in the fall of 2011. The AKO Achievement Award will be given to a sophomore-level woman student who has reached superior personal leadership through academic excellence. The AKO Social Change Leadership Award will be given to a junior-level woman student who has exemplified service-leadership through her contributions to student clubs/organizations.

The Women's Leadership Center at Alfred University
gratefully acknowledges our donors and sponsors



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What the students say....

The WLC helped me to understand my strengths, and learn to use them to make a difference. – Ashley, '10

The Academy gave me the confidence to move on to the next step in my life. – Amanda, '10

The WLC taught me how to be a leader; it brought out the real me and let me be myself. – Emily, '10

The Academy gave me the confidence to follow through on my own ideas. – Evelyn, '11

Through the WLC, I've met amazing women, amazing leaders, and I've formed bonds with women leaders on campus. –Ana, '12

I've gained confidence in myself and my leadership. I can lead with self assurance. –Stefanie, '13

This is the type of leadership experience and training I wish I'd had at the beginning of my college career.
– Kacie, '11

I've learned about myself in ways I never anticipated. – Kelly, '11

The WLC allowed me to meet new people and gain important networks. – Emily, '12

I never thought of myself as a leader until I joined the Academy. – Kevin, '12

The Center has given me incredible opportunities. – Courtney, '12

**To make a gift to the Alfred University Women's Leadership Center, please contact Dr. Julia Overton-Healy at 607-871-2971
or Ms. Lori Wellman of University Relations at 607-871-2144.**