SUCCEEDING AS WOMEN IN HIGHER EDUCATION
CONFERENCE SCHEDULE

Friday, October 23

1:00-4:30  Registration           First Floor Lobby, Old Main
2:00-3:00  Featured Address      The Colloquium, Old Main

Introduction: Kathleen A. Lawrence, Ph.D., Communication Studies, SUNY Cortland

Never a Dull Moment: Charting Transformational Spaces of Service, Teaching, and Research in an Academic Career
Ibipo Johnston-Anumonwo, Ph.D.
Professor of Geography, SUNY Cortland

3:15-4:30  Concurrent Session 1

Panel 1  Stages of the Academic Woman’s Life
Room 130, Old Main
Chair: Caroline Kaltefleiter, Ph.D., Communication Studies, SUNY Cortland

Motherhood and Poverty: The Real Mommy Track
Lana G. Marlow, Ph.D., Angelo State University

Home/work
Anne Mamary, Ph.D., Monmouth College

The Last Word
Jo Schaffer, MA, Art and Art History Emerita; UUP Elected Southern Tier Retiree Representative, SUNY Cortland

Panel 2  Questioning Expectations of Women in Leadership
Room 230, Old Main
Chair: Carol Van Der Karr, Ph. D., Interim Assistant Vice President of Enrollment Management, SUNY Cortland

Gender Stereotypes of Leaders: Do They Influence Leadership in Higher Education?
Margaret E. Madden, Ph.D., Provost and Vice President for Academic Affairs, SUNY Potsdam

The Implicit Gender Assumptions of Being a Good Teacher: Pre-Service Teachers’ Perspectives
Katina Sayers-Walker, Ed.D., SUNY Cortland

The Inter-Place: Mixed Race Translations of Mono-racial Spaces
Noelle Chaddock Paley, M.A., Interim Director, Multicultural Life Office, SUNY Cortland

Managing Work-Life Balance: A Journey of Success Using Principles from Experts in Leadership
Veronica Henry, Ed.D., Executive Assistant to the President, Farmingdale State College SUNY

Panel 3  Succeeding as Women in College Athletics
Room 121, Old Main
Chair: Lynn Couturier, D.P.E., Chair, Physical Education, SUNY Cortland
Joan Sitterly, Ph.D., Director of Athletics, SUNY Cortland
Tracy Granuzio, M.S., Assistant Director of Athletics, SUNY Cortland
Julie Lenhart, M.S.Ed., Head Softball Coach, SUNY Cortland
Jeanette Mosher, M.A., Head Women’s Basketball Coach, SUNY Cortland
Panel 4  
College Students Take the Lead  
Room 209, Old Main  
Chair: Seth Asumah, Ph.D., Distinguished Teacher Professor of Political Science and Chair, Africana Studies, SUNY Cortland  
Thanisa Perez, President, SUNY Cortland Women of Color  
Bianca Hendricks, Vice President, SUNY Cortland Women of Color  
Jean-Necole Longmore, Secretary/Treasurer, SUNY Cortland Women of Color  
Rachel Gorman, Public Relations, SUNY Cortland Women of Color  
Bari Smith, SUNY Cortland, Black Student Union  
Jasmin Pack, SUNY Cortland, Black Student Union  
Whitney Newby, SUNY Cortland, Black Student Union  

4:30-4:45  
Break  
First Floor Lobby, Old Main  

4:45-5:30  
Reception and Poster Session  
Jacobus Lounge, Brockway Hall  

OPENING REMARKS:  
Barbara Wisch, Ph.D., Professor of Art History, SUNY Cortland  
Pedro Cabán, Ph.D., SUNY Vice Provost, Office of Diversity and Educational Equity  

POSTERS ON DISPLAY:  

• Kathleen Burke, Ph.D., SUNY Cortland, and Jamie Dangler, Ph.D, SUNY Cortland - Results of UUP Salary Inequity Study for Seven SUNY Campuses  
• Jamie Dangler, Ph.D., SUNY Cortland - Balancing Work and Home: NYS Work-Life Services Programs for SUNY Employees  
• Rebecca Albright, Southwest Minnesota State University - Photo Exhibit  
• Vicki Wilkins, Ph.D., SUNY Cortland and Kate Coffey, Ph.D., SUNY Cortland – We are SUNY Faculty LGBTQ Committee  
• Luisa Velez, Ph.D., and graduate students in Sports Management, SUNY Cortland  
  Do women in sport enjoy an equitable environment?  
  Game to Love: An investigative study into the dominance of Tennis in women’s sport  
  Eavan Mulligan and Simon Farrant  

Media Ideal: Gender Stereotypes  
  Matthew Targett and Birgit Soethof  

Comparative development of women’s soccer in the USA and UK  
  Francis Egleton and Thomas Reast  

The evolution and development of women’s soccer in the United States  
  Matthew Swinder  

Gender discrimination in the sport of tennis  
  Alexandra Ber  

Female athletic directors in the NCAA  
  Kobi Albert, Matthew Troll and Ryan Pregent  

Women running the man’s game: Examining (the lack of) Female Leadership roles in Men’s Professional Soccer  
  John Hunt and John Dodds  

What are the obstacles that women face in obtaining leadership roles within sport?  
  Jen Hutchison and Tom Baker  

A comparison of the top ten Olympic & Paralympic performing countries in the 2008 Beijing Olympic &
Paralympic Games regarding gender representation in coaching staff in the top 5 events.
Jenna Boyce, Pedro Suarez and Nathan Fisher

Can female triathletes create new sports market?
Jo Lee

5:30-5:45   Break

5:45-7:45   Dinner and Plenary Session                        Function Room, Corey Union
            Welcome: President Erik J. Bitterbaum, Ph.D., SUNY Cortland

            PLENARY SESSION:
            • **Moderator:** Mechthild Nagel, Ph.D., Philosophy and Director of CGIS, SUNY Cortland
            • **Dolores E. Battle,** Ph.D., Senior Advisor to the President for Equity and Campus Diversity, Buffalo State College
            • **Patricia Francis,** Ph.D., Associate Provost for Institutional Assessment and Effectiveness, SUNY Oneonta
            • **Lisa Marsh Ryerson,** M.S.Ed., President, Wells College
            • **Debbie L. Sydow,** Ph.D., President, Onondaga Community College

8:00-9:00   Performance                                       Function Room, Corey Union
            *Featuring the SUNY Cortland Rock & Blues Ensemble*
Saturday, October 24

8:00-5:00  **Registration**  
First Floor Lobby, Old Main

8:00-9:00  **Breakfast**  
The Colloquium, Old Main

9:00-10:00  **Keynote Address**  
Introduction: Anne Vittoria, Ph.D., Sociology, SUNY Cortland

  *Ivory Towers, Playing Fields, and Glass Ceilings: Beyond Metaphor to Best Practices*
  Sarah Fenstermaker, Ph.D.
  Professor of Sociology, University of California, Santa Barbara

10:00-11:15  **Concurrent Session II**  
Room 121, Old Main

Panel 5  **Stories from the Front Lines**  
Chair: Kathleen A. Lawrence, Ph.D., Communication Studies, SUNY Cortland

  *Hard to Remember, Harder to Forget: Women’s Stories of Higher Education Gains*
  Barbara LeSavoy, Ph.D., Director, Women and Gender Studies Program, SUNY College at Brockport

  *Success Stories of Black Women in the Academy: Voices from the Field*
  Sharon L. Holmes, Ph.D., Binghamton University

  *Cornell University’s Effective Search Practices and DVD: It Depends on the Lens*
  Catherine Taylor, M.A., Cornell University

  *How Institutions of Higher Education Address Sexual Assault on Campus: A Case Study*
  Jessica Schiffman, M.A. Assistant Director, Women’s Studies, University of Delaware

Panel 6  **Academic Women in Sport Management**  
Room 209, Old Main

Chair: Barbara Wisch, Ph.D., Art and Art History, SUNY Cortland

  *The Best of Times, the Worst of Times: Women in College Sport Coaching and Administration*
  Ellen Staurowsky, Ph.D., Ithaca College

  *Challenges Facing Women Working in College Athletics Administration*
  Sarah Zipp, M.S., SUNY Cortland

Panel 7  **Trends in Tenure and Promotion**  
Room 230, Old Main

Chair: Lisi Krall, Ph.D., Economics, SUNY Cortland

  *Tenure and Promotion Patterns for Male and Female Faculty at SUNY*
  Jamie Dangler, Ph.D., SUNY Cortland
  Kathleen Burke, Ph.D., SUNY Cortland

Panel 8  **The Advancement of Women in STEM Fields**  
Room 130, Old Main

Chair: Karen Downey, Ph.D., Chemistry, SUNY Cortland

  *The Prevalence and Efficacy of Women’s Studies and STEM Collaborations*
  J. Kasi Jackson, Ph.D., West Virginia University

  *Gender Differences in the Paths Leading to a STEM Baccalaureate*
  Yingyi Ma, Ph.D., Syracuse University
11:30-12:45  Concurrent Session III

Panel 9  Invited Presentation  Room 209, Old Main
Chair: Dawn Van Hall, Co-Chair of Native American Studies Committee, SUNY Cortland

Bridging Two Worlds: A Native Woman’s Perspective
Lori V. Quigley, Ph.D., Associate Dean, School of Education, Buffalo State College

Panel 10  Taking Stock of the Campus Climate  Room 230, Old Main
Chair: Sharon R. Steadman, Ph.D., Anthropology, SUNY Cortland

Climbing up from below: Reflections on Gender Equity at Tompkins Cortland Community College
Karen Pastorello, Ph.D., Tompkins County Community College

Assessing Equity in Faculty Workload at SUNY Cortland
Kathryn Coffey, Ph.D., SUNY Cortland

Academic Women Leaders: Discursive Constraints on Advancement and Equity
Kathleen O’Marra, Ph.D., SUNY Oneonta

Parenting Policies and Practices in Academia
Melanie Hill, Ph.D., SUNY New Paltz
Alison Nash, Ph.D., SUNY New Paltz
Maryalice Citera, Ph.D., SUNY New Paltz

1:00-2:00  Lunch and Discussion  The Colloquium, Old Main
A Conversation with Keynote Speaker Sarah Fenstermaker
Facilitated by Anne Vittoria, Ph.D., Sociology, SUNY Cortland

2:00-3:15  Concurrent Session IV

Panel 11  The Drescher Effect: Nuala Drescher Award Recipients Share Their Insights  Room 121, Old Main
Chair: Randi Storch, Ph.D., History, SUNY Cortland
Anne Vittoria, Ph.D., SUNY Cortland
Judith van Buskirk, Ph.D., SUNY Cortland
Melanie Hill, Ph.D., SUNY New Paltz
Giordana Grossi, PhD., SUNY New Paltz
Susan M. Davis, Ph.D., Buffalo State College

Panel 12  Directions in Feminism and Sisterhood  Room 230, Old Main
Chair: Anne Burns Thomas, Ph.D., Foundations and Social Advocacy, SUNY Cortland

Sisterhood is Overrated: Women Administrators and Faculty on the Realities of Surviving a Chilly Climate
Annemarie Vaccaro, Ph.D., University of Rhode Island

Feminist Best Practices Re-Visited
Liliana Trevizan, Ph.D., SUNY Potsdam

Learning to Labor: The Myth of Meritocracy, Civility, and Success for Women in the Academy
Caroline Kaltefleiter, Ph.D., SUNY Cortland

The Politics of Data: What the EEOC Compliance Chart Conceals and So Perpetuates as “Normative” and How Second and Third Wave Feminist Strategies Might Respond and Offer Best Practices for Change
Jody Lisberger, Ph.D., M.F.A., University of Rhode Island
Panel 13  The Struggle for Gender Equity at the University of Buffalo 1969-2009: Forty Years and Counting  
Room 209, Old Main

Chair: Ruth Meyerowitz, Ph.D., American Studies, University of Buffalo  
James Holstun, Ph.D., University of Buffalo  
Kathleen McCormick, Ph.D., University of Buffalo

3:30-5:15  Women in Higher Education Workshops

Workshop A  Dialogue: Being a social change agent - what can we do?  Room 209, Old Main  
Sarah Fenstermaker, Ph.D., University of California, Santa Barbara  
Kathryn Russell, Ph.D., SUNY Cortland

Workshop B  Sister Identities: Building Bridges across Cultural Divides within the Academy  Room 130, Old Main  
R. Deborah Davis, Ph.D., Curriculum and Instruction, SUNY Oswego

Workshop C  Using the Body/Mind to Integrate the Feminine and Masculine Difference  Room 305, Sperry  
Annetta Luce, M.A.

Workshop D  UUP Panel - Efforts to Address Gender Inequity on SUNY Campuses  Room 230, Old Main  
Jamie Dangler, Ph.D., SUNY Cortland  
Vicki Janik, Ph.D., Farmingdale State College

5:15-5:30  Break

5:30-6:30  The Chancellor's Champagne Reception and Address  Jacobus Lounge, Brockway Hall  
Introduction: Sheila Cohen, Ph.D., Literacy, SUNY Cortland  
Welcome: Mark Prus, Ph.D., Provost and Vice President for Academic Affairs, SUNY Cortland  
Remarks: Nancy L. Zimpher, Ph.D., Chancellor, State University of New York

6:30-7:30  Dinner  Exhibition Room/Fireplace Lounge, Corey Union

8:00-10:00  Musical Performance  Brown Auditorium, Old Main  
Introduction: Dawn van Hall, Co-Chair of Native American Studies Committee, SUNY Cortland  
Joanne Shenandoah, Grammy award-winning artist
Sunday, October 25
8:00-11:00  Registration  First Floor Lobby, Old Main
8:00-9:00  Breakfast  The Colloquium, Old Main
9:00-10:15  Concurrent Session V
Panel 14  Task Force on the Status of Women at SUNY Potsdam: A Perspective Eight Years Later  Room 230, Old Main
  Chair: Margaret E. Madden, Ph.D., Provost and Vice President for Academic Affairs, SUNY Potsdam
  Liliana Trevizan, Ph.D., SUNY Potsdam
  Jacqueline Goodman, Ph.D., SUNY Potsdam
  Mylene Catel, Ph.D., SUNY Potsdam
Panel 15  Feminist Men – Solidarity, Allies, and Taking Responsibility  Room 121, Old Main
  Chair: Anthony Nocella II, M.A., Sociology, SUNY Cortland
  Girish Bhat, Ph.D., SUNY Cortland
  Kassim Kone, Ph.D., SUNY Cortland
  Brice Smith, Ph.D., SUNY Cortland
Panel 16  Perspectives on Global Leadership  Room 130, Old Main
  Chair: Kathleen Burke, Ph.D., Economics, SUNY Cortland
  Management Development for Women in Higher Education: A Program of the Association of Commonwealth Universities, United Kingdom
  Tania Ramalho, Ph.D., SUNY Oswego
  Declining Faculty Wage Premiums: An Analysis over Time by Gender in the Public and Private Sectors
  Frederick G. Floss, Ph.D., Buffalo State College and Vice President for Academics, United University Professions (UUP)
  Gender, Leadership, and the Next Generation
  Tonia St. Germain, J.D., Eastern Oregon University
  Dr. Elizabeth Davis Russell: Reexamining Black Women’s Leadership and Cross-National Challenges in Higher Education:
  Seth Asumah, Ph.D., SUNY Cortland

10:30-11:45  Concurrent Session VI
Panel 17  International Women’s Perspective on Leadership  Room 230, Old Main
  Chair: Marley Barduhn, Ph.D., Interim Assistant Provost for Teacher Education, SUNY Cortland
  Lin Lin, Ph.D., SUNY Cortland
  Shufang Shi, Ph.D., SUNY Cortland
  Tiantian Zheng, Ph.D., SUNY Cortland
  Patricia Martínez de la Vega Mansilla, M.A., SUNY Cortland
  Yomee Lee, Ph.D., SUNY Cortland
  Marie Ponterio, M.A.T., SUNY Cortland
  Ji-Ryun Kim, Ph.D., SUNY Cortland
  Betty Wambui, Ph.D., SUNY Cortland and SUNY Oneonta
  Lara Atkins, M.A., Union College
Panel 18  Graduate Women’s Perspectives  Room 121, Old Main
Chair: Vicki Wilkins, Ph.D., Recreation, Parks, and Leisure Studies, SUNY Cortland

Graduate Women’s Organization
Kayla Walker Edin, M.A., Southern Methodist University
Stacy Cherones, M.A.T.S., Southern Methodist University
Andrea Luttrell, M.F.A., Southern Methodist University

Women in the Academy and the Price of Legitimacy
Holly Fodge, M.S., Ithaca College

Panel 19  Understanding the Effects of Gender Stereotypes on Successful Leadership in the Academy  Room 209, Old Main
Chair: Wendy E. Miller, Ph.D., Geography, SUNY Cortland

“Are You a Good Witch or a Bad Witch? The Legitimacy of Gendered Power in Higher Education”
Kathleen A. Lawrence, Ph.D, SUNY Cortland

12:00-1:00  Lunch and Closing Remarks  Jacobus Lounge, Brockway Hall
Mechthild Nagel, Ph.D., Director of Center for Gender and Intercultural Studies, SUNY Cortland
Luisa Velez, Ph.D., Sports Management and Coordinator, Faculty to Student Advancement, CGIS, SUNY Cortland

1:00-6:00  Optional Trip: Women’s Rights National Historical Park  Seneca Falls, NY