



Celebrating Women in Leadership
“Workplace Resources, Tools, and Strategies”
Sponsored by the Walbridge Fund

Friday, February 22nd, 2019, 10:00-3:00
Joan Weill Adirondack Library, Paul Smith’s College

This workshop is designed to explore the challenges and opportunities for women in leadership roles, to learn about available resources and workplace strategies, and to engage in facilitated discussions to identify action items to help young women in the workplace.

9:30 Coffee

10:00 Welcome, **Dr. Amanda Lavigne**, President, Adirondack Research Consortium

10:15 Keynote: **Dr. Kristin Esterberg**, President, SUNY Potsdam, “Women in Leadership: Why Leaning In Is Not Enough”, Introduction by **Lynn Fox**, St. Lawrence University and The North Country Women’s Leadership Initiative, Canton, NY

10:45 Panel Presentation: Workplace Strategies and Available Resources, Moderator, **Dr. Amanda Lavigne**, President, Adirondack Research Consortium

Research Presentation: “Shattering Glass Ceilings: Lessons of Success”?

Nicole Conant, Executive Assistant to the President, SUNY Potsdam

Panel Discussion:

Dr. Malika Carter, Chief Diversity Officer, SUNY ESF, Syracuse, NY

Dr. Lenore VanderZee, Executive Director for University Relations, SUNY Canton, and Co-Chair, The North Country Women’s Leadership Initiative, Canton, NY

Tracy Ormsbee, Publisher, Adirondack Explorer, Saranac Lake, NY

11:55 Group Photo

12:00 Lunch (Joan Weill Student Center Cafeteria)

1:00 Luncheon Speaker, **Theresa A. Phalon**, President & Chief Executive Officer, The North Country Savings Bank, Canton, NY. “From a Job to a Career”.

1:30 Facilitated Group Discussion: Using Skills and Strategies to Build for Future Success, Chair, **Diane Fish**, Deputy Director, Adirondack Council

3:00 Adjourn

Featured Speakers



Dr. Malika Carter is a Chief Diversity Officer, activist, commentator, educator, and writer. In August 2017, Dr. Malika Carter began as the first Chief Diversity Officer (CDO) for the College of Environmental Science and Forestry (ESF) in Syracuse, NY. Prior to serving at ESF, Dr. Carter was the CDO for the City of Worcester, Massachusetts. Dr. Carter has more than 15 years' experience developing policies and initiatives that address inclusion, diversity, and equity. Dr. Carter has her Ph.D. in Institutional Analysis from North Dakota State University, a Masters in Higher Education and Student

Affairs Administration from the University of Vermont a BS in Middle Childhood Education from Cleveland State University, and an Associate in Stenography from Cuyahoga Community College. Dr. Carter's newest scholarly contribution is nestled in the book "Black Women and Social Justice Education: Legacies and Lessons" (release date February 2019).

<http://www.sunypress.edu/p-6675-black-women-and-social-justice-.aspx>

Nicole Conant currently serves as the Executive Assistant to the President at SUNY Potsdam. She oversees government and community relations for the college. She holds various leadership positions including Vice President of the School of Education Alumni Board and Chair of the St. Lawrence Valley Teachers' Learning Center Policy Board. Nicole also is a Ph.D. candidate at University at Albany and is a National Science Foundation



(NSF) Partnership in International Research and Education (PIRE) Research Fellow. Nicole was a Public Policy Fellow for SUNY System Administration through the Center for Women in Government and Civil Society at University at Albany. She holds a B.A. in English and Speech Communication and an M.S.T in Secondary English Education from SUNY Potsdam. She also holds an M.A. in Higher Education Administration from SUNY Stony Brook.



Dr. Kristin G. Esterberg is SUNY Potsdam's 16th president, a position she has held since 2014. The first woman to lead the College in its more than 200-year tradition, Dr. Esterberg has led the campus through a strategic planning process that highlights campus efforts on applied learning and providing transformational experiences to all students.

Under her leadership, SUNY Potsdam has developed and is implementing its first strategic plan on diversity, equity and inclusion, and the campus recently received an historic \$5.25 million gift in support of faculty efforts in applied learning—the largest in campus history. Prior to coming to SUNY Potsdam, Dr. Esterberg served as provost and academic vice president at Salem State University and as deputy provost at the University of Massachusetts Lowell. Dr. Esterberg earned her bachelor's degree in philosophy and political science at Boston University, before going on to earn both her master's and Ph.D. in sociology from Cornell University. She is the author of three books and numerous publications.

Diane W. Fish is the Deputy Director of the Adirondack Council. Diane joined the Council staff in 2001 and works with Executive Director Willie Janeway to manage staff and Board activities of the Council to effectively implement the Council strategic initiatives to expand the number of advocates engaging in conversations about the Park's future, participating in advocacy actions and supporting the Council's work to protect the Adirondacks. Diane shares other Council supporters' love of the Adirondacks, enjoys the Park's many outdoor recreation activities, and appreciates the astounding beauty of the Park every day.



Tracy Ormsbee is publisher of the Adirondack Explorer, a nonprofit, independent news publication with the mission to further protection of the Adirondack Park by raising awareness of the forces shaping the region. Prior to joining the Explorer in 2017, Ormsbee was a senior editor at the Albany Times Union overseeing features, sports and the newspaper's Sunday report as well as Executive Editor of Times Union Magazines. Long active in state and national journalism organizations, Ormsbee is former president of the board of the New York State Associated Press Association. Prior to joining the Times Union in 2002, Ormsbee spent 10 years at the Star-News in Wilmington, NC, rising to features editor.

Theresa A. Phalon is the President and Chief Executive Officer of the North Country Savings Bank; a \$250 million mutual savings bank based in Canton, New York with branches located throughout St. Lawrence County. Terry has spent the majority of her thirty years with NCSB as the bank's Chief Lending Officer. In addition to her lending duties she has experience in asset/liability management, compliance oversight, and branch administration. In 2014 she was named President and took on additional responsibilities related to the general management of the bank's operations.



Later that year she was elected to the Board of Trustees. Mrs. Phalon serves as Vice Chairman of the Mortgage Markets committee with the American Bankers Association; and is also a member of the Northern New York Power Proceeds Allocation Board. She has also served in various capacities in other volunteer organizations at the state and local level. Mrs. Phalon is a graduate of Clarkson University with her undergraduate degree in Industrial Distribution, and master's degree in business administration.



Dr. Lenore VanderZee is the Executive Director for University Relations at SUNY Canton. Based in the President's Office, Lenore works on community and economic development initiatives in the region as well as overseeing the Public Relations office and is the primary liaison between the College and elected representatives. She serves on several Boards, including the Women's Leadership Initiative, Canton-Potsdam hospital, the St. Lawrence County and Canton Chambers of Commerce, and the Canton Community Fund. She also plays in an all-woman folk/Americana band, Uprooted. She lives with her husband and two energetic sons in Canton.

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