January 25-27, 2020 | Symposium Program Schedule

Please note: details of this schedule are subject to change as the program is finalized. Please refer to the printed program book you will receive on-site for accurate details. This document will be updated as new information is solidified.

**Day 1: Saturday, January 25**

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<td>10:00 a.m. - 6:00 p.m.</td>
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**Title:** Developing a Comprehensive Plan for Freedom of Expression: Cultural Development, First Year Strategies, and Management Protocols

**Presenters:**
- **Erik Kneubuehl,** Associate Vice Chancellor, East Carolina University
- **Lori S. White,** Vice Chancellor for Student Affairs, Washington University in St. Louis
- **Tamara Greenfield King,** Associate Vice Provost for Student Affairs, University of Pennsylvania
- **Sarah Steinkamp,** Assistant Dean for Educational and Special Initiatives for the Division of Student Affairs, Washington University in St. Louis

**AVP Competencies:** Leadership and Strategic Vision

During this pre-symposium workshop, the presenters will draw on the experiences and approaches of three institutions supporting freedom of expression that AVCs/AVPs can apply on their campuses. East Carolina University made significant culture changes that focused on turning freedom of expression conflict into conversation. Washington University’s freedom of expression and inclusion initiatives have engaged first year students by connecting new and existing programs. The University of Pennsylvania has developed and utilizes the Open Expression Observers Guidelines for Freedom of Expression activities.

**Title:** Leading from Within: Keeping Calm and Carrying On While Managing Up, Down, and Sideways

**Presenters:**
- **Eleanor Daugherty,** Associate Vice President and Dean of Students, University of Connecticut
- **Melinda Stoops,** Associate Vice President for Student Health and Wellness, Boston College

**AVP Competencies:** Leadership and Strategic Vision; Politics

Based on survey results from speaking to the SSAOs that AVPs report to and those director-level staff who report to them, the presenters will explore the complexities of management. Together, we will review the findings of the survey and workshop potential "real life" scenarios that often confound staff in the AVP role. The group will then reflect upon the observations of others and develop best practices as ethical and authentic leaders in student affairs.
Title: Meeting the Demand for Mental Health on Campus: The Role and Responsibility of the AVP

Presenters: Anne Newman, Associate Vice Chancellor for Student Affairs and Dean of Students, Rutgers University–New Brunswick
Alicia Golston, Dean of Students, Rhodes College
Maria Hataier, Senior Director of Student Affairs and Career Education, Teachers College, Columbia University
Clint-Michael Reneau, Associate Vice President of Student Retention, California State University, Fullerton

AVP Competencies: Position Skills; Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management

The demand for mental health services continues to grow, outpacing current resource availability on some campuses. What can AVPs do when they can't add additional resources but still need to meet student mental health needs? During this pre-symposium session, the presenters will explore ways student affairs divisions can reimagine mental health services to better meet student demand. In addition to discussing innovative programs, participants will work together to reimagine mental health programming.

6:00 p.m. - 7:00 p.m. | Welcome Reception

Day 2: Sunday, January 26

7:30 a.m. - 5:00 p.m. | Symposium Registration and Check-in
7:30 a.m. - 8:15 a.m. | Breakfast
8:30 a.m. - 9:45 a.m. | Symposium Welcome and Opening Speaker
10:00 a.m. - 11:00 a.m. | Concurrent Sessions I

Title: Assessment at-a-Glance: Highlighting Excellence

Presenters: Carrie Zelna, Associate Vice Chancellor, North Carolina State University

AVP Competencies: Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management; Strategic Assessment and Evaluation

Effectively managing the need for data "from the middle" can be a challenge, and developing director-level capacity in assessment is vital to success. AVPs, VPs, and institution senior leadership often require data that varies significantly from what is useful to unit leadership on a daily basis. This session will highlight a homegrown method of organizing data while facilitating a way of thinking that builds the capacity of unit leaders and ultimately meeting the needs of all audiences.

Title: The AVP and Direct Reports: The Supervisory Relationship

Presenters: Cynthia Hernandez, Associate Vice President for Student Affairs, Texas A & M University
Melinda Sutton Noss, Associate Vice President for Student Affairs & Dean of Students, Southern Methodist University
Clint-Michael Reneau, Associate Vice President of Student Retention, California State University, Fullerton

AVP Competencies: Human Resource Management; Position Skills; Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management

#AVPSymposium20 Rev. 11/26/2019
The supervisory relationship strongly impacts employee retention and job satisfaction. Yet in student affairs, supervisory skills are not typically included in graduate program curricula, and few workplaces provide supervisory training or professional development for supervisors. Join this roundtable discussion around key themes from literature related to the supervisory dynamic, especially as they relate to the AVP role. We will identify ways to address this gap within our workplaces and share ideas on how we can advance conversations around supervision skill development in our divisions.

Title: **Crisis Communications Before the Crisis**

Presenters: **Christopher Stansbury**, Associate Vice Chancellor / Senior Operating Officer, East Carolina University

AVP Competencies: Position Skills; Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management

If you're waiting for a crisis to occur to develop partnerships and communication plans, you're too late. Beyond the first 24 hours of an incident, student affairs often becomes the front line leaders, maybe even incident commander for a situation. Building relationships with University Communications and Parent Services, developing SOPs for call centers and family assistance centers, and more require intentional and strategic advance planning. During this session, the presenter will explore with attendees the many things to think about when the unthinkable happens, such as a shooter or natural disaster.

Title: **Benefits of Promoting Advancement with an AVP Partner in Student Affairs**

Presenters: **Andrea Ward**, Development Officer, University of Houston

**Dan Maxwell**, Associate VC for Student Affairs for the University of Houston System and Associate VP for Student Affairs at the University of Houston, University of Houston

AVP Competencies: Leadership and Strategic Vision

This session will feature a robust discussion about the importance and benefits of promoting Advancement partnerships throughout your division. Participants will learn how the AVPs in Student Affairs at the University of Houston work with the Division’s development officer to discover cross-department communication tactics, create a perspective donor base, and develop case statements. Through new strategies, the development officer is able to establish and promote Advancement initiatives to department directors. A discussion covering successful initiatives promoting development and the evolving role of the AVPs will conclude this session.

11:15 a.m. - 12:00 p.m. | Summit Sessions

Title: **Creating a Cohesive and Effective Student Affairs Divisional Leadership Team**

Presenters: **Amy Pennington**, Associate Vice President for Student Affairs/Dean of Students & Title IX Coordinator, Arkansas Tech University

**Keegan Nichols**, Vice President for Student Affairs, Arkansas Tech University

**Brett Bruner**, Dean of Student Engagement, Arkansas Tech University

AVP Competencies: Human Resource Management

AVPs and Senior Student Affairs Officers (SSAOs) routinely constitute an executive leadership team for many student affairs divisions. This team may also include additional constituencies including the executive assistant to the SSAO, any additional direct reports to the SSAO, and any direct reports to the AVP(s). Regardless of organizational structure, AVPs must be prepared to
understand the composition of divisional leadership teams and work with their SSAOs to cultivate and steward team dynamics that support a cohesive and efficient team.

Title: General Counsel or Super Administrator? Ways to Include Campus Partners While Staying True To Education

Presenters: Ryan Holmes, Associate Vice President for Student Affairs and Dean of Students, University of Miami
Tamara King, Associate Vice Provost for Student Affairs, University of Pennsylvania

AVP Competencies: Leadership and Strategic Vision; Law and policy

As society and institutions of higher education (IHE) increase in litigiousness, many IHE professionals must consider when the use of general counsel (GC), or equivalent, is needed. While the GC is versed in both law and policy, many decisions can be made from the role of educational administrator. This session invites AVPs (and other divisional leaders) to learn about, and discuss, whether their GC is seen as counsel or a super administrator and ways to benefit from the relationship.

Title: Building Bridges: Supporting Student Identity and Activism

Presenters: Anne Jones, Assistant Vice Chancellor and Chief of Staff, University of California, Berkeley
Anthony Garrison-Engbrecht, Chief of Staff for Student Affairs, University of California, Merced
Samuel Santos, Assistant Vice Chancellor and Associate Dean of Students, University of California, Berkeley

AVP Competencies: Position Skills; Politics

Identity-based student groups play an important role as a means for students to actively engage in their development, feel connected and supported, and contribute to the campus culture. They can also enhance recruitment and retention of underrepresented students in uniquely effective ways. Working in effective partnership with these groups is both essential and challenging, especially when a tradition of activism is a component of the relationship. Creating mutual goals and metrics and focusing on communication are critical for success.

Title: The AVC/AVP for Student Health and Wellbeing: Advancing Health Promoting Universities and Colleges

Presenters: Rebecca Kennedy, Assistant Vice President for Student Health and Wellbeing, University of Alabama at Birmingham
Kirk Dougher, Associate Vice Chancellor for Student Support and Wellness, Washington University in St. Louis
David Spano, Associate Vice Chancellor for Student Affairs, University of North Carolina Charlotte

AVP Competencies: Human Resource Management; Position Skills; Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management; Law and policy; Strategic Assessment and Evaluation; Politics

A new organizational trend of AVCs/AVPs of Student Health and Wellbeing is emerging in student affairs nationally. This leader typically supervises Student Health Services, Counseling Services, as well as a myriad of other areas including Wellness Services, Accessibility Resources, and University Recreation. In this summit session, presenters will host a facilitated audience discussion addressing the challenges and success strategies for leading this multi-disciplinary set of departments. This is an opportunity to connect with colleagues in similar positions and share knowledge.
12:00 p.m. - 1:30 p.m. | Luncheon
1:30 p.m. - 2:45 p.m. | Plenary Session Featuring NASPA President Kevin Kruger
3:00 p.m. - 4:45 p.m. | Extending Learning Sessions

Title: The AVP and Fundraising: How to Move the Needle
Presenters: Mary Angela Dimit, Director and Chief Advancement Officer, University of Illinois at Urbana-Champaign
AVP Competencies: Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management

Having a fundamental understanding of development is essential for student affairs leaders today and tomorrow. Our most effective and successful student affairs leaders will be professionals who understand the importance and impact of cultivating, stewarding, and sustaining relevant and meaningful, lifelong relationships with and among students and alumni. It is essential for student affairs professionals to be an integral part of engagement strategies centered on time, talent, and treasures and based upon intergenerational interaction between student affairs stakeholders and the students we serve.

Title: Beyond Campus Crisis Response: Examining Personal, Divisional, and Institutional Systems of Preparedness
Presenters: Kevin Bailey, Vice Chancellor for Student Affairs, UNC Charlotte
AVP Competencies: Leadership and Strategic Vision

When a crisis hits another campus, professionals quickly gather to review their practices and ask the sobering question, "if that was our campus, are we prepared?" Being prepared for a crisis is an ongoing personal and professional obligation that goes beyond table-tops, drills, and manuals. Through group discussion and presenter experiences, participants will interrogate personal and divisional levels of crisis preparation, identify systems that maximize crisis response, and learn from past tragedies.

Title: Navigating Ethical Dilemmas: AVP Leadership Skills in Complex Times
Presenters: Sarah Feyerherm, Vice President for Student Affairs and Dean of Students, Washington College
Tara Carillo, President and CEO, The Clearing, Inc.
AVP Competencies: Leadership and Strategic Vision; Politics

Leading today's student affairs organizations demands professionals access a new suite of tools, responsive to the increasing complexity of the higher education environment. No longer is there one "right" way. This session is designed to apply leading management and leadership theories to real case scenarios so that participants can immediately access greater power to create sustainable change in their institutions, distinguish problems from difficulties, build trust, and manage right versus right dilemmas in a way that enables immediate results.

Title: Supporting the Well-being and Mental Health of LGBTQ+ College Students
Presenters: Sofia Pertuz, Chief Diversity and Inclusion Officer, The Jed Foundation
Maren Greathouse, Director, The Tyler Clementi Center at Rutgers
AVP Competencies: Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management
Studies show that queer-spectrum students and trans-spectrum students reported lower levels of agreement on all measures of campus climate when compared to their heterosexual and cisgender peers. They are also at higher risk for suicide and adverse mental health outcomes. This indicates a demonstrated need among the higher education community for additional supports and resources. The presenters will share data points about the issues and discuss recommendations focused on sexuality and gender identity to help campuses provide safe and affirming environments.

5:00 p.m. - 6:00 p.m. | Concurrent Sessions II

Title: ¡Avanzando! (Moving Forward!): Recruiting, Retaining, and Developing Latinx/a/o AVPs
Presenters: Juan Guardia, Assistant Vice President for Student Affairs & Dean of Students, University of Cincinnati
Terry Mena, Associate Vice President of Student Engagement & Dean of Students, Lamar University
Tonantzin Oseguera, Associate Vice President of Student Engagement, California State University, Fullerton
Gloria Laureano Fuentes, Senior Associate Vice President for Student Affairs, Kennesaw State University

AVP Competencies: Human Resource Management; Position Skills

Although there is a surge in enrollment of Latinx/a/o students in higher education, there remains a disparity of senior Latinx/a/o administrators at colleges and universities across the nation. In this session, four Latinx/a/o AVPs will discuss trends, the influence of their Latinx/a/o ethnic identities, and share professional pathways for Latinx/a/o student affairs administrators into the number two position.

Title: Next Stop – The Vice Presidency: How to Successfully Engage with Executive Search Firms
Presenters: Jen Meyers Pickard, Consultant, WittKieffer
José-Luis Riera, Vice President for Student Affairs, University of Delaware
Tom Segar, Vice President for Student Affairs, Indiana University of Pennsylvania

AVP Competencies: Human Resource Management; Leadership and Strategic Vision

Gaining experience with executive search firms is like gaining experience with budgets – it's a critical element to learn but there is no direct path to gaining the experience! This presentation is going to change all of that as the presenters guide you through how to approach the executive search process from interest to application to interviews. Bring your questions and stories as we demystify the process, shed light on stellar pro tips, and share lots of stories and laughs along the way.

Title: Diving into Disability Support Services: The ADA, Section 504, and The Office Of Civil Rights (OCR)
Presenters: Beth Lesen, Associate Vice President of Student Affairs and Dean of Students, California State University, Sacramento

AVP Competencies: Law and Policy

Disability support services are a critical aspect of a college's social justice and inclusion work. Disability support services (DSS) also require compliance with federal and state law and often open a campus to potential liability if handled inappropriately. Many AVPs oversee the work of a Disability Support Services (DSS) area without necessarily having had direct disability-related experience, and
it is work that is often complex and technical and can be high risk when strong self-advocates and/or parent advocates are dissatisfied.

Title: Developing and Implementing an Outcomes Framework to Document Co-Curricular Student Learning
Presenters: Paul Jacobson-Miller, Adoption Consultant - Student Affairs Assessment, Campus Labs
AVP Competencies: Leadership and Strategic Vision; Strategic Assessment and Evaluation

Co-curricular experiences are unique in that the lines between teacher and learner, or acquisition and application are often blurred. Students are learning in structured and unstructured ways, and it is always happening. Figuring out how to coordinate, align, and report learning across an entire division is difficult. In this session, we’ll talk through how you can help your division embrace a learning outcomes framework, begin developing a framework with minimal resources and effort, and align this framework to work that your units are already doing.

Day 3: Monday, January 27
7:30 p.m. - 12:00 p.m. | Symposium Registration and Check-in
7:30 a.m. - 8:15 a.m. | Breakfast
8:30 a.m. - 9:30 a.m. | Concurrent Sessions III

Title: Proximity in Practice: Lessons from Three Senior Student Affairs Officers at Historically Black Colleges and Universities (HBCUs)
Presenters: Maurice Washington, Senior Student Affairs Officer and Dean of the College, Morehouse College
           Darryl Holloman, Vice President Student Affairs, Spelman College
           Omar Torres, Dean of Students, Clark Atlanta University
           Kevin Booker, Associate Vice President for Student Life, Morehouse College
AVP Competencies: Leadership and Strategic Vision; Strategic Assessment and Evaluation

This presentation offers unique insight into the shared experiences of administrators at HBCUs through a discussion panel with three senior student affairs officers. The panelists will reflect on applying Boyer’s Principles of Community thirty years later. Panelists will also discuss how college administrators can employ benefits of proximity in leadership, assessment, and policy making to advance the narrative around Black student achievement. Participants will share resources and strategies for managing from the middle.

Title: Navigating the First Amendment on Campus in an Era of Division and Conflicting Institutional Values
Presenters: Amanda Finch, Associate Vice President for Student Development, SUNY Oneonta
           William Cummings, Dean of Students, Fitchburg State University
AVP Competencies: Position Skills; Law and Policy; Politics

American higher education has always been about the free expression and exchange of ideas and opinions, even if those opinions are unpopular. Colleges and universities face increasingly divisive, sometimes discriminatory or inflammatory attitudes in our communities, and often ideas challenge the very values we espouse our institutions represent. Inclusivity on-campus must also extend to unpopular opinions, which may also directly impact parts of our marginalized communities. This presentation will explore
the related legal tenets as well as how we try to reconcile the conflict between the speaker and our institutional values and various segments of our campus populations.

Title: Setting Up for the Unknown: Reorganizing Divisions and Departments—Steps, Roles, and Lessons Learned

Presenters: Denny Bubrig, Assistant Vice President for Student Affairs, University of Southern Mississippi  
Dee Dee Anderson, Vice President for Student Affairs, University of Southern Mississippi

AVP Competencies: Human Resource Management; Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management

Leadership changes, budget reductions, and staff development priorities often lead to staff re-organization. Join University of Southern Mississippi (USM) leaders as they highlight their recent shifts where the USM division and the Union Complex (comprising multiple departments) re-organized while advancing division and departmental goals. You will have the opportunity to learn steps USM followed and what USM leaders learned as well as to have an opportunity to apply these lessons to your own needs with peer feedback.

Title: Talent Acquisition and Retention in Student Affairs

Presenters: T. J. Logan, Associate Vice President for Student Affairs, Temple University

AVP Competencies: Human Resource Management; Leadership and Strategic Vision; Politics

Student affairs units often lack a shared vision regarding talent acquisition and retention. Traditional approaches often lead to reactive hiring practices that don’t align with long-term strategic planning. During this session, the presenter will introduce the concept of talent acquisition and management planning, discuss core elements of these plans, and challenge the traditional paradigm of resourcing and hiring in student affairs. This highly interactive session will provide real world examples of talent acquisition and management from the field of higher education and beyond.

9:45 a.m. - 10:15 a.m. | Sprint Sessions

Title: What's Next: How to Leverage AVP Skills and Experiences Beyond Student Affairs

Presenters: CJ Woods, Associate Vice President and Chief of Staff, Texas A & M University

AVP Competencies: Leadership and Strategic Vision

During this session, the presenter will focus on identifying and enhancing transferable skills learned and practiced in the AVP role. AVPs are often encouraged to take the next step into a vice president for student affairs position. Not all AVPs are ready to transition from excellence in a secondary role to managing an entire division of student affairs. During this session, the presenter will share personal experiences and explore ten essential skills and competencies AVPs should practice and cultivate for future career options.

Title: Student-Ready Campus: Rubric for Success

Presenters: Brendan Schulz, Executive Director, Student Success, York University

#AVPSymposium20  Rev. 11/26/2019
AVP Competencies: Leadership and Strategic Vision; Strategic Assessment and Evaluation

Is your campus "student-ready"? Come find out! "Student-ready campus" flips the traditional notion of "university-ready students" on its head, focusing on what universities do to ensure student success. York University has developed a student-ready campus rubric based on eight leading practices measured against four domains. In this session, you will learn about the initiative, the leading practices and domains, and examine the resulting rubric. You will gain access to the rubric for future use and self-assessment at your home institution.

Title: Changing Your Stripes: Wellness to Increase Retention

Presenters: Rock Doyle, Assistant Vice President of Student Affairs for Health and Wellness, SUNY College at Buffalo
Sarah Young, Dean of Students, SUNY College at Buffalo

AVP Competencies: Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management; Strategic Assessment and Evaluation

Changing your Stripes is a program at Buffalo State College that encourages students to engage in wellness activities on campus to increase the overall retention rate of our students. Currently, 68% of users of the Wellness Centers (Health, Counseling, and Nutrition) feel that the services have helped them with problems affecting their academic success. Users of the Wellness Centers have a 98% satisfaction rate of their services. Our new program extends the Wellness Center’s practices into new wellness focused housing to promote healthy living and healthy relationships and to develop a sense of wellness. This program affects students at many levels of Tino’s model of retention, but especially at the social integration model.

Title: Do This, Not That: A Guide to Interacting with Gen Z

Presenters: Cooper Jones, Co-Founder and CEO, Rah Rah

What do the words “sus” and “G.O.A.T.” mean, and what is this Gen Z “Ok Boomer” phenomenon really all about? From their slang to their values, Gen Z is tough to decode. In this session, Cooper Jones, Rah Rah’s CEO, and a Gen Z expert will explore Gen Z culture and their expectations for the campus experience. With a deeper understanding of how to relate to Gen Z, you’ll be better positioned to guide your teams in creating programming Gen Z will value.

10:30 a.m. - 11:30 a.m. | Featured Session

Title: The VPSA-AVP Relationship: How the Important “Number Two” Role Complements the VPSA

Panelists: Kimberly Ferguson-Scott, Vice Chancellor for Student Affairs, Southern University and A & M College
Terry Martinez, Vice President and Dean of Students, Hamilton College
Dusty Porter, Vice President for Student Affairs, Tulane University
Jeremiah Shinn, Vice President for Student Affairs, Louisiana State University

The role of the vice president for student affairs is to serve as the advocate and voice for students on campuses across the country. Yet, the VPSA’s work is not done in a silo and their “number twos” are key strategic partners in their work. This panel discussion will feature VPSAs from various institutional types who will seek to give well-rounded perspectives on the VPSA role and their AVP relationships.
11:45 a.m. - 12:15 a.m. | Symposium Closing Caucus

2:00 p.m. - 5:00 p.m. | Post-symposium Workshops

Title: Building Capacity for Preparedness - Lessons Learned from Crisis Response

Presenters: Justine Hollingshead, Chief of Staff and Assistant Vice Chancellor, North Carolina State University
Barry Olson, Associate Vice Chancellor, North Carolina State University

AVP Competencies: Human Resource Management; Position Skills

College campuses, much like our country, face a wide range of threats and potential hazards. Post-secondary institutions are not immune to these incidents and higher education professionals are on the front lines. This post-symposium workshop will engage participants in gaining an understanding of the preparedness framework, emergency support functions, response, and recovery. Using real-life experiences and after-action findings successes and lessons learned will be shared and used to illustrate how our profession needs to build capacity for emergencies.

Title: Resourcing Your Future Now—a Post-symposium Workshop

Presenters: Baishakhi Taylor, VP for Student Affairs & Dean of Students, Middlebury College
Karen Miller, VP for HR V& Chief Risk Officer, Middlebury College
Derek Doucet, Senior Associate Dean of Students, Middlebury College
Laura Carotenuto, Assistant Vice President for Human Resources, Middlebury College

AVP Competencies: Human Resource Management; Position Skills; Leadership and Strategic Vision; Resource Allocation, Acquisition, and Management; Law and Policy; Strategic Assessment and Evaluation; Politics

Student affairs professionals face the challenge of meeting the needs of increasingly diverse student populations, often without the ability to garner more funds and in some cases, with the challenge of budget tightening. During this workshop, participants will explore strategic workforce planning, change management, and teaming strategies to achieve a balance between innovation and financial sustainability. The workshop will allow participants to deepen their understanding of a process to focus human resource management and organizational change to achieve a balance between innovation and financial sustainability, particularly in the work of student affairs.

Title: Defining the Reality of Becoming a VPSA

Presenters: Dee Dee Anderson, Vice President for Student Affairs, University of Southern Mississippi
Kimberly Ferguson-Scott, Vice Chancellor for Student Affairs & Enrollment Management, Southern University and A & M College
Anne Flaherty, Consultant, Washington University in St. Louis
Ellen Heffernan, President, Spelman Johnson
Daniel Maxwell, Associate Vice Chancellor for Student Affairs, UH System and Associate Vice President for Student Affairs, University of Houston

Dusty Porter, Vice President for Student Affairs, Tulane University

José-Luis Riera, Vice President for Student Life, University of Delaware

Calling all AVPs who are considering a move into the VPSA role! This workshop will be led by two professionals who have both served in the interim vice president role and the president of the Spelman Johnson search firm. Participants will learn about the reality of the job, the search process, and the importance one’s individual brand. A panel of both new and seasoned vice presidents will round out this workshop to provide a comprehensive exploration of the role of the vice presidency. Title: