

WOMEN'S LEADERSHIP DEVELOPMENT CERTIFICATE

FACULTY

Bethany Adams, MA, SHRM-SCP

Associate Director, Marketing & Strategy, VUHRD, Villanova University

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WLDC Session: Managing Up and Across to Influence Organizational Outcomes



Bethany Adams has more than 15 years of experience in HR and education. She began her career working in training and development and HR in the restaurant and retail industries. She has experience in both small, privately-owned businesses and large, Fortune 500 organizations. Bethany holds a BA in Psychology, MA in Organizational Management, the SHRM-SCP certification, and is a Certified Genos International Emotional Intelligence Practitioner. She currently teaches at Villanova University and serves as the Associate Director of Marketing & Strategy for the Villanova Graduate Programs in Human Resource Development. Bethany has spoken at a wide variety of HR & education conferences throughout the country on topics including strategic HR, design thinking, diversity, equity, and inclusion, and emotional intelligence. Bethany hosts an HR podcast called HR Tea.

Terri Boyer, EdD

Director, Anne Welsh McNulty Institute for Women's Leadership

Assistant Vice Provost of Centers & Institutes

Associate Professor of Education & Counseling, Villanova University

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WLDC Sessions: Gender Equity and Leadership; Strategies for Navigating Work, Life and Leadership



Dr. Terri Boyer is an innovative leader and advocate for economic and social equity for women. She has focused her work on how gender impacts our experiences in education and the workplace, particularly for women studying and working in nontraditional fields or roles, such as women in STEM. She has worked with women and the institutions and companies which serve them to build awareness and develop skills to address inequities and advance women in the workplace. She is a sought-after speaker and facilitator on topics related to leadership development, work-life balance, and change agency. Dr. Boyer currently serves as the Founding Director of the Anne Welsh McNulty Institute for Women's Leadership at Villanova University. She previously served as Executive Director of the Center for Women and Work at Rutgers University, as well as a professor in its School of Management and Labor Relations

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Heather Cluley, PhD

Assistant Teaching Professor

Associate Director of Academics of Villanova Graduate HRD program, Villanova University

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WLDC Session: Managing Up and Across to Influence Organizational Outcomes



Heather Cluley is an Assistant Teaching Professor and Associate Director of Academics of Villanova Graduate HRD program. Dr. Cluley earned her Ph.D. in Organizational Behavior at John Molson School of Business, Concordia University in Montreal, Quebec. She has an MS in Industrial/Organizational Psychology and BS in Public Health Education and Psychology. She has worked in various project management roles in health promotion and health care communications in public and private health care settings.

Danielle N. Gadson, PhD

Assistant Professor of Public Administration, Villanova University

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WLDC Session: Change Management



Danielle Gadson holds a B.S. in Economics from the Wharton School of Business at the University of Pennsylvania, an MPA from Villanova University, and a Ph.D. in Medical Sociology from Temple University. Through her research, she explores how social factors influence the efficacy of public policy initiatives. Her goal is to highlight best practices in the equitable implementation of public programs particularly in the realm of public health. As a professor and a trained Intergroup Dialogue facilitator focusing on race equity, Dr. Gadson teaches courses in public administration theory, data analysis, health services planning, and intergroup relations. She is also the chair of the Public Administration Department Diversity, Equity, and Inclusion committee at Villanova.

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Michele (Stafiniak) Gianforcaro '89

Director of Professional Development, Villanova School of Business (VSB)

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WLDC Sessions: Strengths-based Leadership; Tools and Strategies for Creating a SMART Network



Michele leads the VSB Mentor Program, where 3,600 Villanova student mentees and alumni mentors have been connected in mentoring relationships since 2014. She also leads the VSB Mentor Program Advisory Board.

Michele has been bringing Villanovans together for years, previously serving on the VU Alumni Board of Directors (2008 to 2014) and on the VU McNulty Institute for Women's Leadership Steering Committee (2015 to 2017). She is a certified Gallup Strengths coach and is a VSB adjunct faculty member.

Michele has 30+ years of diverse business experience where she has held a variety of leadership roles at Villanova University, GlaxoSmithKline and PricewaterhouseCoopers. Michele graduated with a BS in Accountancy from Villanova University and an MBA in Marketing from Temple University.

Erin Jewell Gerst, MBA

Executive Mindset and Growth Coach, International professional speaker, facilitator

Professor of Leadership and Mindset, Villanova University

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WLDC Session: Translating Self-Care Mindfully in the Workplace



Erin Jewell Gerst MBA, PCC currently supports strategy on a Rare Disease Marketing team at CSL Behring. Previously, Erin lead Training, Development, and Growth at CSL Behring. Her background includes roles as a certified coach with the International Coaching Federation, professional speaker, facilitator and professor of leadership and mindset at Villanova University. Erin has over 20 years of experience as a startup founder (E=MC2, no limits LLC) Latin America healthcare sector leader (Pfizer, Boston Scientific, Medtronic) and commercial sales professional in the life sciences sector. Erin holds an MBA in Systems Thinking and a BS in Marketing from Villanova University. She has professional certifications and affiliations in Coaching with the reputable International Coaching Federation, Qigong, Mindfulness Based Stress Reduction Therapy, Transformational Vinyasa Flow, Meditation and Pranayama

(Breathwork). Erin is bilingual in English and Spanish language and culture as a result of living in Spain as a child. She is an ultra-marathoner and avid reader who resides with her husband, stepchildren, and puppy in Rose Tree, Pennsylvania.

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Glenda Gracia-Rivera

Director of Professional Development and Training, Center for Women & Work, Rutgers University

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WLDC Session: SMART Goals at Work



Glenda Gracia-Rivera is a skilled trainer with 25 years of experience in designing programs and delivering content to learners of all ages. Glenda's work focuses on expanding leadership opportunities for all and elevating equity-minded policies and practices in today's classrooms and workplaces. She accomplishes this by developing/implementing programs directed at bringing about institutional change in various arenas including academic, nonprofit, and corporate institutions. Her clients cover a broad spectrum of industries throughout the region. She provides extensive services to school districts all over NJ, as well as higher education institutions such as Raritan Valley Community College, Hunter College, and St. Joseph's University. Glenda has also partnered with multiple state government agencies such as the NJ Department of Education, Labor and Workforce

Development, NJ Department of Children and Families – Division on Women, and the Office of Legislative Services. Some of her corporate clients include LG Electronics, Provident Bank, Johnson & Johnson, and Atlantic Healthcare System, to name a few.

In addition to her expertise in building equitable and inclusive practices, Glenda also has an extensive background in leadership development, strategic planning processes, and qualitative research. She has co-authored local research studies on identifying needs and priorities to increase equity for women in New Jersey, and the economic development of Latina immigrants. On a national level, her research has included advancing equity in career and technical education, and examining the role of employee ownership in building the assets of low-income workers. Glenda holds a Bachelor of Arts in sociology, and a Master of Public Administration in non-profit management, both from Seton Hall University. Outside of her responsibilities at Rutgers, she has also served on various boards and committees in her community that focus on empowering women/girls and addressing educational disparities for minoritized populations. These include Mercer Street Friends in Trenton, Girl Scouts of Eastern PA, and Chi Upsilon Sigma National Latin Sorority, Inc.

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Maryalice Morro, DNP, RN, NEA-BC

Healthcare Executive/Consultant

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WLDC Program Coordinator



Maryalice Morro combines her energy and relentless enthusiasm to motivate and build high-performing teams. She is a visionary leader recognized for strategic planning, innovation, financial stewardship and talent management. She delivers quality outcomes while meeting project and financial goals. She recognizes the strengths in others and inspires them to achieve and surpass their goals by mentoring, supporting and creating the vision for their success.

Maryalice is currently a consultant and works with aspiring leaders through formal and informal coaching and mentoring and speaking engagements. She is an adjunct faculty for the Citadel's undergraduate nursing program, and several of Villanova University's certificate programs. She is the Program Coordinator for the Anne W.

McNulty Institute's Women's Leadership Development Certificate Program and led the multidisciplinary team in creating this program. She also provides consulting services to various law firms as an expert witness in corporate negligence. Previously, Maryalice spent 35 years in government, with 29 years on active duty in the United States Navy, serving around the world in support of peacetime, humanitarian, and wartime missions. She was the Commanding Officer (CEO) of the Pensacola Naval Hospital and Chief of Staff for Navy Medicine East, serving 15 medical commands in the United States and abroad. She was appointed to the Senior Executive Service and was selected to serve as Director (CEO) for the Carl Vinson VA Medical Center in Dublin, GA, transforming an underperforming medical center into a vibrant healthcare center to meet the veterans' 21st century needs.

Maryalice holds a Doctor of Nursing Practice degree from Villanova University, MSN from the Catholic University of America, MS from the Industrial College of the Armed Forces and BSN from Villanova University. She is Board Certified by AACN as a Nurse Executive – Advanced. Additionally Maryalice has previously and currently serves on several boards including: Villanova's Fitzpatrick College of Nursing Board of Consultants, Anne W. McNulty Women's Leadership Institute Advisory Council, Villanova Alumni Association Board of Directors and Our Lady of Mercy Community Outreach Services Board of Directors.

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Jane Mullany

Founder and principal of JMM Consulting LLC

WLDC Leadership in Practice Panel Coordinator

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Jane is a firm devoted to assisting nonprofit organizations in achieving their mission through strategic planning, fundraising, building strong teams through talent transformation and board development. She has over 20 years of experience spearheading dozens of initiatives for non-profit organizations. In addition to managing her own consulting business, Jane contributes to the success of HJM Consulting LLC, serving as partner, providing vital support on strategic planning, research and business development. Jane advises clients to improve the efficiency of day to day operations and implement strategies to ensure goals are achieved. Jane currently serves on the board and chairs the Development and Marketing Committee of Jhpiego, an international, non-profit health organization affiliated with The Johns Hopkins University dedicated to improving the health of women and families. Jane also serves on the McNulty Women's Leadership Institute Advisory Council and is currently a member of the Women's Leadership Certificate Planning Committee at Villanova University. Prior to forming JMM Consulting, Jane served on multiple nonprofit boards in the roles of board chair, trustee and committee member including: Woodlynde School; The Philadelphia Foundation; Children's Seashore House; Carousel Ball of The Children's Hospital of Philadelphia, and Alex's Lemonade Stand. Jane received her Bachelor of Science Degree in Nursing from Villanova University and spent 18 years at Children's Hospital of Philadelphia as a Pediatric Critical Care Nurse and a Nursing Leader.

Therese DeVries Narzikul, MBA, MSN, CRNP

VP of Population Health for Spring Hill MSO, Population Health

Professor of Practice, College of Professional Studies, Villanova University

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WLDC Session: Systems Thinking: Putting Things Together to Make Sense of Them



Therese Narzikul is a strategic adaptive leader, a curious learner, change maker, and systems thinker. She has more than 20 years of cross-sector experience, spanning healthcare, higher education, non-profit/social enterprise, and government. Currently, she hardwires learning and adaptive capabilities for individuals, teams, and organizations aimed at sustainable practices in industry and academia. She is a Professor of Practice in Leadership and Systems Thinking at Villanova University in the College of Professional Studies. Therese Narzikul has more than 20 years as a strategic leader in both the payer and provider sectors of healthcare systems. As a consultant and leadership coach, Narzikul hardwires learning and adaptive capabilities for individuals, teams, and organizations. These capabilities enable forward-thinking approaches to emerge from clients. Narzikul specializes in the areas of value-based healthcare, outcome measurement, population health, risk management, design, and performance excellence with a focus on serving and improving the lives of the nation's most frail and vulnerable citizens.

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Narzikul is Co-Founder of a leadership coaching program for healthcare leaders at Villanova University. In prior work, as Vice President of Practice Design and Care Coordination at Jefferson Health, Narzikul focused on population health interventions and successfully built and led a team that measurably improved health outcomes, prevented costly errors and reduced avoidable acute care visits for patients and populations.

Narzikul has also worked with the Department of Justice, United Health Group, Capital Blue Cross, and University of Pennsylvania in a variety of different roles focused on systems and business model design, population health, risk management, measurement, analysis, and most importantly improving lives and experience of care for communities, patients, families, and caregivers.

Narzikul recently completed a doctoral degree (EdD) program at Immaculata University and researched, Cross Boundary Professional Practices Navigating Increasing Interdependencies. Through this research she explored professional practices and perspectives navigating volatility, uncertainty, complexity, and ambiguity. Narzikul also holds an MBA from Villanova University Executive MBA program ('04). She is a Certified Registered Nurse Practitioner (CRNP) and received her Master of Science in Nursing (MSN) degree from The University of Pennsylvania and BSN from The University of Scranton. She also serves on three non-profit boards in the region.

Kathy Oswald, MA

Adjunct Faculty Communications for the College of Professional Studies, Villanova University

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WLDC Session: Communication: What Can You Do with a Question?



Kathy teaches courses in leadership, organizational communication, negotiation, visual communication, and new media. In addition to her interests in smart technologies and new media, she presents on the importance of effective, meaningful, and enjoyable course design and classroom learning. Kathy received her PhD in Communication, Rhetoric and Digital Media from North Carolina State University, holds a MA in Communication from Villanova University, and completed a BA in Communication Studies at West Chester University. Before shifting to academia, she worked in B2B public relations.

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Alvina Peat

Career Empowerment Facilitator, Coach, Author, and Guest Lecturer

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WLDC Session: Conflict Management: Building Effective Workplace Relationships Through Conflict



Alvina Peat is a leader in the professional development field. She is a career empowerment facilitator, coach, author, and guest lecturer in some of the nation's most respected universities and corporate organizations.

Alvina designs and delivers a wide range of professional development programs, aimed at building leadership capability in the junior and middle level leadership population across industries. Her programs teach the skills necessary for clear and honest communication, reducing conflicts, building teamwork, and improving overall interpersonal dynamics in the workplace.

Alvina's most recent work includes a career empowerment program: *The Emerging Leader: Take Control of Your Career – Do What You Desire, Dare and Deserve to Do*[®], currently offered at The University of Pennsylvania through the school's Human Resources, Talent Development Department. Alvina has published a book to accompany the program, which is available on Amazon. She is also the host of the podcast: *Take Control of Your Career – Do What You Desire, Dare and Deserve To Do*[®]

In her spare time, Alvina shares her support and talent with causes promoting the advancement of women. The Germantown Academy Women's Networking Group, Pennsylvania Conference for Women, Women Business Enterprise Center East, and Women's Way, are just a few of the organizations she serves.

Ariella Robbins, MS

Vice President of UNITAS, Community Enrichment, Villanova University

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WLDC Session: Intersectional Identity, Equity and Inclusion



Ariella works to foster an inclusive campus climate by creating training and educational opportunities through workshops, trainings and webinars based on current research, best practices, and the needs of the community. The sessions have a focus of identity exploration, classroom and department leadership, and an Inclusive Hiring Program. In her role of Assistant Vice President Ariella manages a multitier Climate Concerns System that provides care and support to community members who have experienced harm. While managing the Climate Concern process Ariella provides support for the office as the team follows its strategic charge of embedding DEI throughout the university.

In addition to her role, Ariella is a facilitator in the Program on Intergroup Relations and an instructor for the Center for Peace and Justice Education and the Education Department at Villanova University. Her courses have a focus on social justice issues of race, class, gender and action.

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Ariella has worked in a variety of Student Affairs and Academic Affairs positions. She has served as a Trio College Prep Counselor at Delaware Valley University, Academic Advisor at Peirce College, and a Supplemental Instruction and Learning Skills Coordinator at California State University, Long Beach.

Ariella Robbins earned her B.S. from Mansfield University in Business Administration and her M.S. from California State University Long Beach in Counseling: Student Development in Higher Education.

Danielle Ross, MA

Associate Director, Anne Welsh McNulty Institute for Women's Leadership, Villanova University

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WLDC Sessions: Gender Equity and Leadership, Strength-based Leadership, Guiding Principle of Leadership and Your PLP



Danielle Ross, MA, joined the Anne Welsh McNulty Institute for Women's Leadership as its Assistant Director in the summer of 2018. Her commitment to social equality and advocating for more inclusive models of leadership has guided her work over the last decade, first in corporate marketing and now in higher education. After receiving a BSBA in Marketing at the University of Arizona, Danielle spent four years at Questex Media Group, a global multimedia and event firm in New York City, working in client relations, data analytics, and event management. To pursue her passion for higher education, Danielle then received her Master of Arts in Higher Education and Student Affairs from the University of Connecticut, where she specialized in facilitating high-impact leadership development initiatives. In her role at the McNulty Institute, Danielle leads efforts around leadership development including the Lorenzini Leadership Ambassadors; The Women's Leadership

Development Certificate; student development programming; and campus liaisons and relationships. She also serves on Villanova's Staff Council, has previously chaired Villanova's Parenthood Collective employee resource group and serves as a CliftonStrengths facilitator and coach.

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Program Support

Ingrid Lis '22

Program Coordinator for the Ann Welsh McNulty Institute, Villanova University

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Ingrid came to Villanova in August of 2018, joining the Office of University Advancement where she worked with Executive Directors for the Villanova Athletic Fund and Family Engagement & Philanthropy. During the pandemic, she volunteered to take on additional administrative responsibilities with the Office of Alumni Relations and later served as Senior Administrative Assistant to the Associate VP for Alumni Relations.

Prior to Villanova, she spent 10 years in nonprofit human services, most recently serving as the Program Coordinator for the Volunteer English Program in West Chester, PA, and as a Program Manager of Wings for Success, a volunteer-driven women's workforce prep program. She is energized by the opportunity to promote

the personal growth and professional development of women, and in particular members of immigrant and underserved communities. Her strengths include using technology to promote efficiency in workflows, nurturing positive relationships with various stakeholder groups, training and supervising volunteers and student workers, and building partnerships through community relations and outreach.

As a Villanovan, Ingrid loves the Augustinian motto "Becoming what we are not yet" which grounds the University's strategic plan "Rooted and Restless." She enjoys being part of a team of talented and creative individuals who share her passion for growth and mutual enrichment and are committed to making a difference by maximizing people's talents to achieve greater dreams for themselves and their communities. Ingrid is a native of Nicaragua in Central America and a naturalized U.S. citizen, and she seeks to nurture environments full of opportunities to encounter and appreciate diversity as well as promote equity and inclusion of all viewpoints.

Ingrid graduated from Villanova in December 2022 with a Bachelor's degree in Public Administration and a minor in Leadership Studies, and has already begun graduate studies in Public Administration. She proudly counts her husband, daughter, twin sons, and father-in-law as fellow Villanovans. She resides with her family in Chester County.