

## PROGRAM

### 8:30 a.m. REGISTRATION AND CONTINENTAL BREAKFAST

### 9 a.m. WELCOME AND UPDATE

#### YESIM DARICI, PH.D.

Darici is Director of the Center for Women's and Gender Studies and Professor of Physics in the College of Arts, Sciences & Education

#### WALTER VAN HAMME, PH.D.

Van Hamme is Executive Director of the School of Integrated Science and Humanity and Professor of Physics in the College of Arts, Sciences & Education

#### ANA VIAMONTE ROS, M.D.

Viamonte Ros is the Associate Dean for Women in Medicine and Science in the Herbert Wertheim College of Medicine

#### SUZANNA ROSE, PH.D.

Rose is Associate Provost for the Office to Advance Women, Equity and Diversity, as well as Professor of Psychology and Women's and Gender Studies.

### 9:30 a.m. FEATURED PRESENTATION

#### Effective Communication Tips and Techniques

Cynthia Simpson, Association for Women in Science

Ineffective communication skills can hamper individuals as they navigate through their professional careers while trying to reach their goals and objectives. During this workshop, tips and techniques will be shared that can be used by the participant to ensure continued success in their personal and professional life. Interactive exercises will assist attendees in better understanding and enhancing their style of communication. Participants will gain an understanding of the factors that inhibit effective communication, become familiar with verbal and nonverbal communication techniques, and assess how to improve one's communications style.

Simpson is the Chief Business Development Officer with the Association for Women in Science (AWIS). She has co-authored various publications concerning women's academic careers including, "Mentoring Postdoc Women from an Institutional Perspective" in the book, From Ph.D. to Professoriate, and "Work-Life and Childcare Resources for Postdoc Women" in the Advancing Postdoc Women Guidebook.

### 11 a.m. COFFEE BREAK

### 11:15 a.m. PANEL PRESENTATION: Voicing Leadership

Chair: Valentina Bruk-Lee, Ph.D.  
*Assistant Professor, Psychology, FIU*

#### Discussants:

Linda Walters, Ph.D.

*Director, Center for Success of Women Faculty  
Professor, Biology, University of Central Florida*

Heather Russell, Ph.D.

*Chairperson, Department of English, FIU*

Susan S. Bell, Ph.D.

*Professor, Integrative Biology, University of South Florida*

Debra Reinhart, Ph.D.

*Associate Vice President, Research and Scholarship  
Pegasus Professor, Environmental Engineering,  
University of Central Florida*

Panelists will discuss the motivators and barriers to voicing leadership that they have experienced. The term 'voice' refers to upward communication that seeks to provide suggestions, address concerns, or provide information that can drive change or improvement. The recipient of the voice message can range from peers, supervisors, leaders, or others in a position of organizational power to respond or bring about change. Voice behaviors can be motivated by various factors, including the organizational climate and perceptions of leader openness among others. While organizational effectiveness is thought to improve from voice, barriers often lead employees to remaining silent about important issues. Some of these barriers include concerns over one's relationships with others at work, abusive work climates & leaders, and fears of consequences. Silence not only affects the organization negatively, but can also impair the health and well-being of employees.

### 12:30 p.m. NETWORKING LUNCH

### 1:15 p.m. WHAT'S NEXT FOR FIU WOMEN FACULTY?

### 2:15 p.m. WRAP UP: FEEDBACK AND EVALUATION