



Women's Leadership Academy

The Women's Leadership Academy is a catalyst to train, prepare and promote women in public service leadership.

A Message from the Center for Women in Government & Civil Society

Rockefeller College of Public Affairs & Policy, University at Albany

Dear Friend,

The Women's Leadership Academy (WLA) at the Center for Women in Government & Civil Society (CWGCS) invites you to join hands with us in supporting future and emerging women leaders in public service. WLA programs have had a transformative impact on women, and help promote balanced leadership in New York State and the nation. **Your partnership is critical to sustaining our leadership development programs for women**, which for the last 28 years have prepared current and emerging women leaders and ensured that women's perspectives continue to shape public policy decisions.

In the past several decades, women have made tremendous progress in educational achievements and employment equity, but still occupy only a small percentage of leadership positions, in both the public and private sectors. WLA programs train, prepare and promote women to pursue leadership positions, ensuring that women's strengths as decision makers are fully utilized. The *Fellowship on Women & Public Policy* program has graduated 292 emerging leaders who occupy public policy leadership positions across New York State and the nation. In 2009, CWGCS was competitively selected to represent New York and join 22 other states that are members of the *National Education for Women's (NEW) Leadership Network*. By 2020, we expect to graduate a minimum of 200 NEW Leaders who will be equipped with critical leadership skills and poised to become effective public servants.

We invite you to become a partner in advancing the goal of balanced leadership where both men and women equally influence the course of the future. Further information about our WLA programs, answers to frequently asked questions, and details about sponsorship benefits is contained in this booklet.

Thank you for your consideration of our request. We look forward to hearing from you.

Kindest regards,

Dina Refki, D.A.
Executive Director
CWGCS

Sue Faerman, Ph.D.
Academic Chair, WLA
Vice Provost for Undergraduate Education
University at Albany

Cara-Aimee Long, M.A.
Deputy Director
CWGCS

About the Center for Women in Government & Civil Society

Established 1978

CWGCS Staff

Dina Refki, D.A.
Executive Director
drefki@albany.edu

Abigya Eshete
Administrative Assistant
cwgcs@uamail.albany.edu

Leanna Greenberg
Graduate Assistant
lg287562@albany.edu

Cara Long
Deputy Director
clong@uamail.albany.edu

Sandra McGarraugh
Program Director
smcgarraugh@uamail.albany.edu

Judith Saidel, Ph.D.
Senior Research Associate
saidel@albany.edu

Tristan Turk
Resources Manager
turk@uamail.albany.edu

“The Women’s Leadership Academy at the Center for Women in Government & Civil Society is a catalyst to train, prepare and promote women in public service leadership. The WLA is an exciting new initiative to achieve balanced leadership in politics, and ensure that women’s strengths as decision makers are fully utilized.”

- Sue Faerman, Ph.D.
Academic Chair, Women’s
Leadership Academy &
Vice Provost of Undergraduate
Education,
University at Albany

The Center for Women in Government & Civil Society (CWGCS) is a cornerstone of women’s leadership development, an academic research center, and a policy think tank that generates knowledge and provides analysis on issues facing women.

Statement of Purpose: CWGCS advances excellence in public service by facilitating balanced leadership; and promotes gender-responsive public policy that is shaped by women’s perspectives. The Center utilizes research, teaching, training and public education to accomplish its mission.

Women’s Leadership Matters!

CWGCS believes that balanced leadership promotes positive outcomes for all members of society. The lack of equal representation of women in political decision making positions is perceived as a threat to our representative democracy where women make up one half of the population. Women’s lack of access to leadership opportunities and political power has critical policy implications for citizens and society as a whole. Studies have demonstrated that higher levels of women policy leaders’ representation are likely to lead to active representation of gender interests at various levels of government (Wilkins and Keiser 2006; Swers 2005). Also, women political leaders are more likely to adopt leadership styles that focus on consensus building, accommodation, communication, and a more inclusive decision making process (Kathlene 1994; Eagly and Johnson 1990).

Increasing the number of women in leadership positions results in better business outcomes, and having more women at the table helps redefine issues. By virtue of being outsiders to the power structure, women bring a fresh outlook and adapt new tactics to existing problems. They are also more likely to question deeply embedded assumptions and customs. Research shows that Fortune 500 firms with more women on their board have considerably higher earnings than those with fewer; they have a higher return on equity, sales and working capital. Moreover, financial firms in France and Denmark with more women at the top fared better during the 2008 economic meltdown (Sullivan & Jordan, 2009; Joy et, al., 2007; Tarr-Whelan, 2009).

In order to broaden the opportunity for women to participate and succeed as leaders, training programs focusing on the acquisition of leadership knowledge and skills must be widely available to women to enhance their capacity and preparedness for leadership opportunities.

2011 NEW Leadership™ New York
Program Report
A distinctive leadership development program for undergraduate women

The inaugural session of NEW Leadership™ New York (NLNY) welcomed 14 emerging leaders to the University at Albany campus on Sunday, June 5th for six days of leadership development and career exploration workshops, panels and activities. The 2011 class of NEW Leaders arrived from all over New York State, from Brockport to Brooklyn. They were driven by a conviction that leaders are made, not born, and motivated by a vision of a world where leadership is inclusive, participatory, and representative. The NEW Leaders committed time, energy and passion to a week of intense educational and leadership development programming, during which they examined the theory and practice of ethical and participatory leadership.

The NLNY program committee, CWGCS Advisory Board, volunteer speakers and Faculty-in-Residence all engaged the NEW Leaders and advised them of career and leadership opportunities. The 2011 class of NEW Leaders immediately accepted the challenge that the program put forth: to move outside their comfort zones, explore their strengths and pursue leadership opportunities. A popular and enduring phrase for the week was “Lift as you climb.” That phrase continues to inspire the participants, several of whom have applied for mini grants to design and implement campus and community engagement projects. In the spirit of giving back, many of the participants will design projects to mentor high school girls and develop their leadership skills.

A few highlights from the week include:

- Training on how to run for political office and organize a successful election campaign
- Exploration of leadership styles to enable participants to grow as leaders
- Opportunities to build their networks, work across various divides and forge long-lasting alliances
- A tour of the State Capitol, New York State Court of Appeals and Albany City Hall to understand how policy is shaped
- Interactions with accomplished women leaders who shared their leadership journeys
- A trip to Seneca Falls to review the history of the Women’s Rights movement

Thank You To Our 2011 NEW Leadership™ New York Program Committee Members

Sue Faerman, Ph.D., *Chair, Women’s Leadership Academy, CWGCS*

Gloria DeSole, Ph.D., *CWGCS Advisory Board Member*

Barbara Devore, *CWGCS Advisory Board Member*

Christine Reimers, Ph.D., *Special Assistant to the Provost, University at Albany*

Patricia Salkin, J.D., *Distinguished Professor of Law, Albany Law School*

Akosua Yeboah, *CWGCS Advisory Board Member*

The 2011 NEW Leadership Class

Courtney Bynoe, *Farmingdale State College*

Barbara Ciceron, *SUNY Oswego*

Nicole Dickson, *Herkimer County CC*

Ashley Kuenneke, *SUNY Binghamton*

Tessa Kuster, *SUNY Binghamton*

Victoria Lapiana, *Orange County CC*

Danielle Leavy, *SUNY Binghamton*

Deborah Machalow, *SUNY Stony Brook*

Mary McCormick, *SUNY Brockport*

Ashleigh Morpeau, *University at Albany*

Dara Negron, *SUNY Oswego*

Jacqueline Pevera, *Farmingdale State*

Robin Pageau, *Clinton County CC*

Diana Weber, *SUNY Binghamton*



NLNY participant Tessa Kuster with Dr. Sue Faerman, Chair of the Women's Leadership Academy and Dayle Zatlin, workshop presenter.

Some Facts About NLNY

92% of NEW Leadership™ New York participants stated that the program increased their understanding of politics and their self-confidence to work within systems to create political change.

85% of participants agreed that the program increased their interest in politics and the public policy process.



The 2011 NEW Leadership class, with Lola Brabham Harder and Sue Faerman in the NYS Assembly Chamber following a tour of the NYS Capitol.

Reflections from the NEW Leaders...

"It was inspiring to see so many women pursuing politics against the odds, not for their own gains, but because they have a vision they want to become real."

"I learned a lot about politics and would now consider running for office."

"Now I feel more confident, like 'I can do that too.' I'm reconsidering a career in law after thinking for a long time that it would be too hard for me."

"The program didn't change my goals...it advanced them."

"I feel that my interest in advocacy/activism work is now backed by more understanding and skill."



The 2011 NEW Leaders with Faculty-in-Residence on the porch of the Elizabeth Cady Stanton House in Seneca Falls.

2011 Fellowship on Women & Public Policy Program Report

2011 Policy Placements & Supervisors

NYS Office of Children & Family Services, Division of Child Care Services
Jim Hart, Director, Regional Office Support Unit

NYS Office of Children & Family Services, Division of Juvenile Justice and Opportunities for Youth
Dan Maxwell, Upstate Area Manager

NYS Office of Temporary & Disability Assistance, Bureau of Refugee & Immigrant Assistance
Dodie Wheeler, Director

NYS Department of Health, Center for Community Health
Barbara Devore, Deputy Director

NYS Department of Health, Office of Public Health Practice
Sylvia Pirani, Director

NYS Department of Labor, Bureau of Immigrant Worker Rights
Vilda Vera Mayuga, Director

NYS Department of Labor, Career Development & Youth Initiatives Office
Victoria Gray, Director

NYS Department of Labor, Division of Labor Standards
Maura McCann, Supervising Labor Standards Investigator

The Fellowship on Women & Public Policy is an intensive leadership development, skill building and educational program designed to encourage highly qualified graduate students to pursue careers in public policy.

The Fellowship on Women & Public Policy graduated eight women on June 28, 2011. The 2011 Fellows benefited from a rigorous program that included nine credits of public policy coursework, bi-monthly professional development workshops and meetings with their Fellowship mentors. The lessons they learned strengthened their commitment to leadership, service and advocacy. Thank you to each of the 2011 placement offices, supervisors, mentors, instructors and program supporters who help us make the Fellowship a success year after year.

The 2011 Fellows on Women & Public Policy are:

- **Paulina Berrios:** Ph.D. candidate in Educational Administration & Policy Studies, University at Albany
- **Karen Galvin:** Master of Public Health, University at Albany
- **Sarah Horan:** Master of Public Administration, University at Albany
- **Sufia Khanam:** Master of Arts in Economic Forecasting & Statistics, University at Albany
- **Wilma Alvarado-Little:** Master of Social Work, University at Albany
- **Sandra Pabis:** Master of Arts in Communication, University at Albany
- **Susan Cole Perkins:** Ph.D. candidate in Educational Administration & Policy Studies, University at Albany
- **Wendy Prudencio:** Master of Social Work & Public Administration, Columbia University

Some Facts About the Fellowship on Women & Public Policy

Over 90% of our alumnae fellows are employed in the government and civil society sectors at the international, national and state levels. Fellows have formed an active Alumnae Network and participate as mentors and speakers for each new class of fellows.

Yes, I want to help support women's leadership in New York State!

Partner level: \$15,000

The Partner sponsorship package covers:

- * Full tuition assistance for 1 Fellow and 1 NEW Leader
- * Full professional development training costs for 1 Fellow
- * \$500 minigrant in the sponsors name for a NEW Leader to conduct a community or campus engagement project
- * Travel costs for policy field trips
- * Follow-up leadership training

Benefits of supporting at this level include:

- * Profile and URL displayed on the CWGCS website
- * VIP table at the WLA celebration in June 2012
- * Full page advertisement in the WLA celebration program
- * Recognition and thank you at the celebration
- * Invitation to present at and attend all WLA programs and receptions
- * Logo on all marketing materials, signage, banners, presentations, etc.
- * Acknowledgement in media and press releases

Associate level: \$10,000

The Associate sponsorship package covers:

- * Partial tuition assistance for 1 Fellow
- * Full tuition assistance for 1 NEW Leader
- * Partial professional development training costs for 1 Fellow
- * \$500 minigrant in the sponsors name for a NEW Leader to conduct a community or campus engagement project
- * Travel costs for WLA policy field trips
- * Follow-up leadership training

Benefits of supporting at this level include:

- * 6 seats at the WLA celebration in June 2012
- * 1/2 page advertisement in the WLA celebration program
- * Recognition and thank you at the celebration
- * Invitation to attend all WLA programs and receptions
- * Logo on all marketing materials, signage, banners, presentations, etc.
- * Acknowledgement in media and press releases

Yes, I want to help support women's leadership in New York State!

Advocate level: \$7,500

The Advocate sponsorship package covers:

- * Full tuition assistance for 1 NEW Leader
- * Partial professional development training costs for 1 Fellow
- * Travel costs for NEW Leadership policy field trips
- * Follow-up leadership training

Benefits of supporting at this level include:

- * 4 seats at the WLA celebration in June 2012
- * 1/4 page advertisement in the WLA celebration program
- * Recognition and thank you at the celebration
- * Logo on all marketing materials, signage, banners, presentations, etc.
- * Invitation to attend select WLA programs and receptions
- * Acknowledgement in media and press releases

Friend level: \$5,000

The Friend sponsorship package covers:

- * Full tuition assistance for 1 NEW Leader
- * Travel costs for NEW Leadership policy field trips
- * Follow-up leadership training

Benefits of supporting at this level include:

- * 2 seats at the WLA celebration in June 2012
- * Recognition and thank you at the celebration
- * Logo on all marketing materials, signage, banners, presentations, etc.
- * Invitation to attend select WLA programs and receptions
- * Acknowledgement in media and press releases



The Women's Leadership Academy at the Center for Women in Government & Civil Society is made possible by the generous contributions of many individuals and organizations. To support the Academy with a sponsorship or donation, please visit: www.albany.edu/women/donate.shtml, or call 518.442.3898. All gifts are tax deductible.

CWGCS would like to thank all of our WLA workshop presenters, speakers, supervisors and mentors for the time, passion and knowledge they committed to making the 2011 program year a resounding success.

Ladan Alomar, Executive Director, Centro Civico of Amsterdam
Susan Arbetter, State Capitol Correspondent
Nancy Belowich-Negron, Director, Disability Resources Center, UAlbany
Lola Brabham Harder, NYS Division of Budget
Heather Briccetti, Acting President & CEO, The Business Council of New York
Craig Brewer, Assistant Director, Campus Recreation, UAlbany
Terry Brown, Counsel, NYS Attorney General's Office
Tracey Brooks, President & CEO, Family Planning Advocates of NYS
Karen Carpenter-Palumbo, President/CEO of the National Association of Addiction Treatment Providers (NAATP)
Helen Desfosses, Associate Professor, UAlbany
Ron Deutsch, New Yorkers for Fiscal Fairness
Barbara Devore, Former Deputy Director, NYS Department of Health
Dolores Dockrey, Director of Community Organizing, Hyacith Foundation
Jill Dunn, Dunn Law Firm
Denise Figueroa, Executive Director, Independent Living Center of the Hudson Valley Inc.
Sandra Fox, Director of Technology Operations, CHA Inc
Mara Ginsberg, Founder & President, To Life!
Honorable Victoria Graffeo, New York State Court of Appeals
Nancy Groenewegen, Counsel to the Comptroller
Honorable Helena Heath-Roland, Albany City Court
Nancy Hoffman, General Counsel/Director of Legal Services, CSEA
Mike Jaromin, Director of Student Involvement & Leadership
Kathy Jimino, Rensselaer County Executive
Lauren Kozakiewicz, Instructor, UAlbany
Honorable Rachel Kretser, Albany City Court
Senator Elizabeth Little, NYS Senate
Kelly Lopez, NYS Division of Budget
Lucille McKnight, Albany County Legislator
Carolyn McLaughlin, President, City Council, City of Albany
Marsha Mortimore, Job Training Partnership Specialist, NYS Department of Labor
Julie Novkov, Associate Professor, UAlbany
Leesa Perazzo, Group Sales Manager, Proctors
Honorable Karen Peters, NYS Supreme Court, Appellate Division
Suzanne Pollard, Economic Development Specialist, Empire State Development
Libby Post, President & CEO, Communication Services
David Rousseau, Interim Dean, Rockefeller College, UAlbany
Andrea Russo, President, Crisafulli Bros.
Anne Saile, President, The Saile Group, LLC
Patricia Salkin, Distinguished Professor of Law, Albany Law School
Ellen Sax, Vice President of Community Relations, Key Bank
Kathy Sheehan, Albany City Treasurer
Lynette Stark, Executive Director, Northeastern New York Affiliate of Susan G. Komen for the Cure
Jennifer Stromer-Galley, Associate Professor, UAlbany
Assemblywoman Michele Titus, NYS Assembly
Kay Wilkie, Director for International Policy, NYS Department of Economic Development
Nancie Williams, Program Director, Housing Plus FSS Program
Gail Wilson-Giarratano, President/CEO, Girls Inc. of the Greater Capital Region
Dayle Zatlin, Assistant Director of Communications, NYSEERDA

