



## 2007 Dual Career Conference Presenter Profiles

### Introductions and Welcome

#### ***Betsy Hillman, Dual Career Consultant Cornell University***

Betsy Hillman, the dual career consultant for Cornell University in Ithaca, New York, was the first person to serve in that role and created the Dual Career Program in the fall of 2001. In addition to working one-on-one providing job search information and assistance to dual career partners, she was a motivating force behind the creation of an Upstate New York Higher Education Recruitment Consortium (UNY HERC). Betsy also created and facilitates the Independent Consultants Network (ICON) which supports dual career partners and community members who are independent consultants or free lancers and she sits on a steering committee that creates social opportunities for faculty and staff to help address retention issues.

### Opening Remarks

#### ***Robert L. Harris Jr. Vice Provost for Diversity and Faculty Development Cornell University***

Robert L. Harris, Jr. is Vice Provost for Diversity and Faculty Development at Cornell University and Professor of African American History in the Africana Studies and Research Center. He served as Special Assistant to the Provost of Cornell University from 1994-2000 and as Director of the Africana Studies and Research Center from 1986-1991.

He earned his B.A. degree and M.A. degree with honors from Roosevelt University and Ph.D. degree in History from Northwestern University. He has been a Rockefeller Humanities Fellow at the State University of New York/Buffalo, 1991-92; W.E.B. Du Bois Institute Fellow at Harvard University, 1983-84; Ford Foundation Postdoctoral Fellow for Minorities, 1983-84; Rockefeller Research Fellow for Minority-Group Scholars, 1979-80, and National Endowment for the Humanities Fellow, 1974-75.

The author of more than fifty published articles, book chapters, and dictionary entries, he has published the monograph Teaching African American History for the American Historical Association (3<sup>rd</sup> edition, 2001). He has been an editorial board member of the *Journal of Negro History*, the *Western Journal of Black Studies*, and *Review of Afro-American Issues and Culture*. He was President of

the Association for the Study of Afro-American Life and History, 1991-92 and Chair of the Program Committee for the American Historical Association, 1994-95. He is on the National Advisory Board of the Society for History Education and has served on the New York State Advisory Committee to the U.S. Commission on Civil Rights. In 1999, he became National Historian for Alpha Phi Alpha Fraternity, Inc. At its 88<sup>th</sup> Annual meeting in September, 2003, the Association for the Study of African American Life and History awarded him the Carter G. Woodson Scholar's Medallion, which "...is presented to a scholar whose career is distinguished through at least a decade of research, writing, and activism in the field of African American life and history."

### **Metrics: What to Track, Why to Track, and How to Do It**

#### ***Heidi Mclaughlin, Assistant Director, Dual Career Program Univeristy of Iowa***

Heidi is a Certified Professional Resume Writer (CPRW) and Job and Career Transition Coach (JCTC) with more than eight years experience within employment services. She currently serves as Assistant Director of the Dual Career Network, where she conducts resume reviews, provides interview coaching, serves as a liaison between her client and hiring managers, and provides overall assistance in administration of the program. Additionally, Heidi teaches UI staff classes on resume and cover letter writing and identifying transferable skills. She is a member of Eastern Iowa Human Resources Association and Professional Women's Network and currently is serving a three year term as Chair of the University's Family Issues Charter Committee, reporting to the President's Office.

Heidi holds a Bachelor of Arts degree from The University of Iowa.

#### ***Joan Murrin, Director, Dual Career Program University of Iowa***

Joan is the Founder/Director of The University of Iowa's Dual Career Network. She is a Certified Professional Resume Writer (CPRW) and a Job and Career Transition Coach (JCTC), with 20 years experience in program development, management of employment programming and career coaching. She teaches career-related classes through UI's Learning and Development, has developed external contracts for the Dual Career Network, has served as invited speaker at numerous local and national conferences, and has assisted over 30 universities in starting similar programs. Joan is a member of the Society for Human Resource Management (SHRM), the Eastern Iowa Human Resources Association (EIHRA), the Iowa Senior Human Resources Association (ISHRA), Employment Specialist Professionals (ESP), National Association of Job Search Trainers, International Association of Career Professionals (IACP), and the Career Planning and Adult Development Organization. In addition, Joan has been a member of the Professional Women's Network where she served as

committee member and president, and was one of the founding directors of the Professional and Technical Diversity Network (PTDN). She is a graduate of the Iowa City Chamber of Commerce Community Leadership Program (CLP) and the Cedar Rapids Chamber of Commerce Leadership for Five Seasons and was nominated for Waypoint's Women of Achievement Award in 2004.

Joan holds a Bachelor of Arts degree from the University of Northern Iowa and 31 post-graduate hours.

### **Dean and Department Chair Panel**

***Valerie Bunce, Professor and Chair of Government and the Aaron Binenkorb Chair of International Studies  
Cornell University***

Valerie Bunce is Professor and Chair of Government and the Aaron Binenkorb Chair of International Studies. She is a specialist in democratization, with particular focus on the post communist region, and in American democracy promotion. Her doctoral degree is in Political Science from the University of Michigan, and she has taught at Northwestern University, the University of Chicago, the University of Zagreb (Croatia) and Central European University (Budapest). Her dual career experiences are both personal and professional. Her husband is also a political scientist, and, as Chair of the Department for 5 years at a time of enormous faculty change, she has had many experiences with recruitment issues. In addition, political science is a very large discipline, and she has been regularly contacted about these issues by other departments and schools at Cornell.

***Jan Nyrop, Professor of Entomology and Senior Associate Dean, College of Agriculture and Life Sciences  
Cornell University***

Jan Nyrop, Professor of Entomology, is a Senior Associate Dean in the College of Agriculture and Life Sciences at Cornell University. His responsibilities include faculty affairs, department and program reviews, sponsored research oversight, management of core research funds, and academic aspects of facilities and human resources.

Nyrop's academic appointment is in the Department of Entomology at Cornell's Geneva Campus with responsibilities for research, teaching and extension. The goal of his research is to develop tools required for biologically-based management of arthropods in horticultural crops. He pursues this goal along three programmatic thrusts; biological control, pest control decision making, and population ecology. Nyrop's biological control research focuses on improving the effectiveness of natural enemies in selected cropping systems. Pest control decision-making is one of the foundations of pest management and this research addresses tools for measuring pest abundance, understanding pest impact on

crops, and risk assessment for non-indigenous species. Work in population ecology strives to understand processes that mediate the abundance and distribution of arthropods and to use this understanding to facilitate pest management. He works with other faculty to translate research results into pest management recommendations. Nyrop currently teaches, in collaboration with Dr. Ann Hajek, a course entitled "Natural Enemies and Invasive Species" which is geared towards non-majors.

Nyrop received his B.S. in Wildlife Ecology from the University of Maine in 1977. He conducted his graduate studies at Michigan State University where he received an M.S. in Entomology in 1979, an M.S. in Systems Engineering in 1982, and a Ph.D. in Entomology in 1982. He joined Cornell as an Extension Associate in the IPM program in 1982, became an assistant professor in Entomology in 1985, was promoted to Associate Professor in 1992, and to Professor in 1999.

***Harry E. Shaw, Professor of English  
Cornell University***

Harry E. Shaw, Professor of English, was born in Pennsylvania and educated at The Hill School, Winchester College (England), Harvard, and the University of California, Berkeley, where he won the prize for the best Ph.D. dissertation in English literature. He has taught at Cornell since 1978. In 1983, he received tenure, published The Forms of Historical Fiction: Sir Walter Scott and His Successors, and won the John M. and Emily B. Clark Distinguished Teaching Award.

His main scholarly interests are the British novel and narrative poetics. As an undergraduate, he majored in the History and Literature of England, and he has been occupied ever since with how the British novel contributed to the rise of historical consciousness in Europe, and how novels can help us imagine our own place in history. These issues inform his book Narrating Reality: Austen, Scott, Eliot, which appeared in 1999 from Cornell University Press.

He has published articles on Scott, Eliot, Dickens, the philosopher J. L. Austin, and on narratology. He also edited Critical Essays on Sir Walter Scott: The Waverley Novels, which appeared in 1996 in the G. K. Hall "Critical Essays on British Literature" series. His interest in teaching is reflected in book chapters on responding to undergraduate papers and directing a writing program. He is currently working on a book for a general audience on the nineteenth-century British novel, in collaboration with Alison Case, now a professor at Williams College, whose Cornell doctoral dissertation he supervised.

As a graduate student, he held a Fulbright Fellowship at the University of Edinburgh; more recently, he was a Visiting Fellow at Clare Hall, Cambridge. He served as Director of Cornell's John S. Knight Writing Program (now the Knight Institute) from 1986-92 and as Chair of the Department of English from 1999-

2002. He became Senior Associate Dean of the College of Arts and Sciences in 2003.

***Pamela Tolbert, Professor and Department Chair, Department of Organizational Behavior, School of Industrial and Labor Relations Cornell University***

Pamela Tolbert is a professor and department chair in the Department of Organizational Behavior in the School of Industrial and Labor Relations at Cornell University. She has also served as the Acting Director of the Cornell Institute on Work-Family Careers. She received her PhD in sociology from UCLA in 1983, and joined the ILR faculty the same year. While working her way from assistant professor to full, she had two children, thus, her research on work-family relations and dual career issues reflects her personal as well as professional concerns. Broadly, she's interested in organizational change processes, relations between occupations and organizations, organizational demography, and work/family relations.

**An Environmental Scan of Faculty Relocation Programs in the US and Canada**

***Mary Everley, Director, Relocation Assistance Program University of Minnesota***

Mary Everley has led the Relocation Assistance Program (RAP) at the University of Minnesota since 1997. Coming from a background in new faculty development and higher education administration, her work has given her the opportunity to more closely examine issues related to faculty acculturation. During her tenure, RAP has more than doubled the number of new faculty, staff and spouses/partners it serves, and has nearly tripled the number of departments it works with each year.

***Jan Nolan, Director, Faculty Renewal and Academic Leadership Initiatives University of Victoria***

Jan Nolan is the Director, Faculty Renewal and Academic Leadership Initiatives at the University of Victoria. She consults with academic administrators, academic departments and Human Resources to develop programs that support and enhance the effectiveness of academic units in their efforts to attract talented faculty in a highly competitive market. She creates orientation and training programs to develop and enhance academic leadership. Previously, as Director, Faculty Renewal at the University of Toronto, Jan revitalized orientation and training programs for newly appointed academic administrators and coordinated the development of university-wide new faculty orientations. She founded the Faculty Relocation Service and the Family Care Office.

## **Cornell Interactive Theatre Ensemble**

The Cornell Interactive Theatre Ensemble (CITE) is Cornell University's unique resource for education in diversity and inclusion, created in 1992 by the Office of the Vice President for Human Relations and the Department of Theatre, Film, & Dance. Now part of the Office of Human Resources, CITE's mission is "to give voice, through theatre and dialogue, to a variety of points of view within the human experience, in order to facilitate a shift in culture towards greater honesty, trust, respect, and human dignity." The CITE troupe utilizes the medium of interactive theatre to foster dialogue on a wide variety of issues through its programs for faculty, students, and staff at Cornell University as well as off-campus for academic, non-profit, and corporate clients. In 2001, the CITE troupe received Cornell University's James A. Perkins Award for Interracial Understanding and Harmony. The prize is awarded to the organization making the most significant contribution to furthering the ideal of community while respecting the values of diversity.

## **Business Meeting**

### ***Kama Willems, Recruiting Services Coordinator Texas A&M***

Kama Willems coordinates the Dual Career Program for the HR Management Services Department at Texas A&M University. She holds a Masters Degree in Public Health in Health Policy and Management as well as a Bachelor of Business Administration in Management, Human Resources. As the top student in her department, she received her Masters Degree with Honors. She is a member of the Delta Omega honor society, Alpha Tau Chapter. For the past eight years, Kama has worked for Texas A&M University HR in a variety of areas including administration, benefits, and employment. In 2002 she received the annual departmental employee award. She currently holds the title of Recruiting Services Coordinator for Employee Services.

She is a member of the Bryan/College Station Chamber of Commerces Workforce Development Committee, the Brazos Valley Human Resource Association, the TAMU Health Science Centers School of Rural Public Health Development Council, and the Universitys Womens Leadership Forum.

## **Taking a Good Look at Ourselves: Conducting a Study of a Dual Career Program**

### ***Catherine Shaw, Assistant Provost University of Michigan***

Catherine Shaw is an Assistant Provost, providing research and writing assistance on higher education policy issues and University affairs. She also works with the Associate Provost for Faculty Affairs, providing research and

administrative support on faculty concerns such as academic leadership development and dual career assistance.

Before joining the Provosts Office in 2004, Catherine held staff positions in the Gerald R. Ford School of Public Policy and the Rackham School of Graduate Studies. She worked previously in Hong Kong and Washington, DC. She received her A.B., M.A., and Ph.D. in Political Science from the University of Michigan.

***Gilia Smith, PhD Candidate  
University of Michigan***

Prior to joining the Office of the Provost to work on the Dual Career Program Evaluation, Gilia worked as a GSRA on Sylvia Hurtado's Diverse Democracy Project and at the University of Michigan's Center for the Education of Women. She is currently working on a dissertation examining the effects of work-family policy on faculty retention.

**Higher Education Recruitment Consortium (HERC) Update**

***Nancy Aebersold, Program Director  
University of California, Santa Cruz***

Seven years ago Nancy Aebersold, a program director at the University of California, Santa Cruz, had a ground-breaking idea: create a multi-university, web-based job listing service and professional network that would help the spouses, partners, and family members of faculty and faculty recruits secure academic employment in the local area. With the support of her campus' Chancellor and Provost, the resulting Northern California Higher Education Recruitment Consortium (Nor Cal HERC) was born and rapidly grew to include 48 member institutions in the region. Most recently, five other regions in the U.S., with the assistance of Ms. Aebersold, have adopted the model and established their own regional version of HERC.

**Ten to Win: Headhunter Strategies to Connect Your Clients to Opportunities**

***Constance Thompson, Manager for Recruitment and Diversity Recruitment  
Cornell University***

Constance V.A. Thompson is Cornell University's manager for recruitment & diversity recruitment within the Office of Human Resources. She is responsible for partnering with and providing strategic direction to Cornell's non-academic hiring community, helping the university to attract and retain an inclusive non-academic staff workforce. Constance has provided strategic direction in creating and measuring proactive strategies, effectively diversifying talent pools, and facilitating community-based partnerships.

Constance is an AIRS certified Diversity Recruiter, and belongs to the National Association of Female Executives and the Society of Human Resource Management. Constance was cited in the 2004-05 *Who's Who Among Executive Professional Women* for her expertise and excellence in her professional accomplishments.

Her leadership roles in Tompkins County include: co-chair of the Tompkins County Diversity Consortium; board member of the Society of Human Resource Management of Tompkins County; campaign team member for J.R. Clairborne (D), 2nd Ward Common Council; member and committee chair for The Tompkins County Workforce Diversity & Inclusion Committee (Recruitment Resource Guide Taskforce and Diversity Statement Marketing Committees); and member, SisterFriend, World of Skills, and Ithaca Dragon Boat Festival steering committees.