



Friday, April 8th

THE WOMEN'S COLLECTIVE

An in-person forum to End the Gap



Leeds School of Business
UNIVERSITY OF COLORADO BOULDER



Friday, April 8, 2022

8:30am – 5:00pm
Reception to follow

**A special experience for admitted
MBA students**

End the Gap is a comprehensive strategy to expand the reach of the Leeds School of Business to more female audiences. Through these efforts, Leeds is working to reach gender parity and maintain a diverse student body into the future. With the introduction of Graduate Programs Women's Collective Forum to End the Gap, Leeds seeks to empower women admitted to our graduate programs to find a home at Leeds from which to anchor their professional success and expose them to the unique assets and opportunities that are part of CU Boulder's environment.

LEEDS WOMEN'S COLLECTIVE

FRIDAY, APRIL 8TH

8:30 – 9:15 am	NETWORKING BREAKFAST	Olson Atrium
9:15 – 9:20 am	WELCOME <ul style="list-style-type: none">• Dean Sharon Matusik, Ph.D.	Room 125
9:20 – 9:40 am	LEEDS FACULTY: Finding Your Pack <ul style="list-style-type: none">• Christina Lacerenza, Ph.D. Assistant Professor – Organizational Behavior, Leeds School of Business	Room 125
9:40 – 10:40 am	PANEL DISCUSSION: What Makes Leeds Graduate Programs & Boulder Special <ul style="list-style-type: none">• Facilitator: Kathleen Lockhart, Vice President of Deal Management – Zayo Group, Leeds MBA'18 <p>Leeds Alumnae Panelists:</p> <ol style="list-style-type: none">1. Sonia Prakasam, Senior Project Manager – Workato Leeds MBA'192. Nicole Esplin, Marketing Communications Manager – Cisco Leeds MBA'193. Amsbry Ball, Senior Analyst and Board Liaison, VP – InBank Leeds MBA'18	Room 125
10:40 – 11:00 am	NETWORKING COFFEE BREAK	Olson Atrium
11:00 – 11:30 am	INTERACTIVE SESSION: Executive Presence <ul style="list-style-type: none">• Jennifer Bone, Ph.D. Associate Teaching Professor – Communication, Leeds School of Business	Room 125
11:30 am – 12:00 pm	TED TALK + Q & A: Women in Tech <ul style="list-style-type: none">• Sevrin Huff, Vice President of Software Engineering and Head of Dish Grad Central – DISH Network	Room 125
12:00 – 12:15 pm	BREAK	

LEEDS WOMEN'S COLLECTIVE

FRIDAY, APRIL 8TH

NETWORKING LUNCH WITH EXECUTIVES

- Ellen Balaguer, Retired Global Managing Director – Accenture & Leeds Advisory Board Chair Emeritus
- Nicole Glaros, Chief Investment Strategy Officer – Techstars & Leeds Advisory Board Member
- Sevrin Huff, Vice President of Software Engineering and Head of Dish Grad Central – DISH Network
- Kristi Lamar, Managing Director & USCIO Program Leader– Deloitte Consulting LLP

12:15 – 1:15 pm

- Jane Miller, Co-Founder and CEO-Haevn; Interim CEO – Rudy's Organic Bakery; Former CEO - Lily's Sweets & Leeds Advisory Board Member
- Kathryn Wendell, Executive Director of the Center for Ethics and Social Responsibility – Leeds School of Business of the Center for Ethics and Social Responsibility – Leeds School of Business
- Julie Waggoner – Director of Operations of the Center for Ethics and Social Responsibility – Leeds School of Business of the Center for Ethics and Social Responsibility – Leeds School of Business
- Anne Dupont, Chair Emeritus, World Pulse and Retired Senior Partner, Accenture & Leeds Advisory Board Member

Room 125

PANEL DISCUSSION: Inside look at the Leeds MBA Programs

- MBA Facilitator: Ann Richmond, Director – Graduate Programs Services

Leeds Student Panelists:

1. Jordin Clough – MBA Candidate '22 – Evening Program
2. Amy Gillespie, MBA Candidate '22 – Full Time Program, Co-Chair of Women in Business Club
3. Jennifer Jamieson, MBA Candidate '23 – Hybrid Program
4. Tessa Perez, MBA Candidate '22 – Full Time Program

1:15 – 2:00 pm

Room 125



LEEDS WOMEN'S COLLECTIVE

FRIDAY, APRIL 8TH

TED TALK + Q & A: Leadership, Growth and Social Responsibility

2:00 – 2:40 pm

- [Jane Miller](#), Co-founder and CEO – Haevn; Interim CEO – Rudy's Organic Bakery; Former CEO - Lily's Sweets & Leeds Advisory Board Member

Room 125

2:40 – 2:55 pm

NETWORKING COFFEE BREAK

Room 125

INTERACTIVE SESSION: Emotional Intelligence

2:55 – 3:55 pm

- [Salma Shukri](#), Ph.D. Assistant Teaching Professor – Business Communication, Leeds School of Business
- [Cory Cunningham](#), Ph.D. Associate Teaching Professor – Communication, Leeds School of Business
- [Kimberly Campbell](#), Ph.D. Assistant Teaching Professor – Communication, Leeds School of Business

Room 125

INDUSTRY PARTNER PANEL

3:55 – 4:55 pm

- Facilitator: [Ellen Balaguer](#), Retired Global Managing Director – Accenture & Leeds Advisory Board Chair Emeritus

Panelists:

- [Nicole Glaros](#), Chief Investment Strategy Officer – Techstars & Leeds Advisory Board Member
- [Kristi Lamar](#), Managing Director & USCIO Program Leader – Deloitte Consulting LLP
- [Sheila Duffy](#), Executive Director – Burridge Center for Finance

Room 125

4:55 – 5:00 pm

CLOSING

- [Kristi Ryujin](#), Associate Dean for Graduate Programs

Room 125

5:15 – 6:15 pm

NETWORKING RECEPTION

Olson Atrium

END THE GAP

LEEDS SCHOOL OF BUSINESS

As companies strive to achieve greater diversity and gender parity in their ranks, business schools are a natural partner for their hiring needs. Yet business schools across the country struggle to achieve equal gender ratios within their own admissions ranks, with women often comprising less than 40% of a program's enrollment. In an effort to address this challenge, the Leeds School of Business is proud to launch *End the Gap*.

End the Gap is a comprehensive recruitment strategy that relies on tailored programming to expand the reach of the Leeds School to more female audiences. Leeds aims to increase application, admission and enrollment numbers for women at the undergraduate and graduate levels. By exposing women to female mentors, role models and business opportunities early, Leeds will empower women to envision themselves as future business students and leaders. Through these efforts, Leeds aspires to reach gender parity by 2020 and maintain a diverse student body into the future. Achieving this goal will then allow the school to shift focus to even more complex issues, including the wage gap and women in leadership and executive roles.

Why Women?

Despite lopsided enrollment, women at Leeds prove themselves to be as qualified, if not more so than their male counterparts. Female students academically outperform their male peers at Leeds; they also graduate at higher rates and in less time. The challenge isn't getting women to graduate – it's simply getting them in the door.

Additionally, companies benefit from hiring a more diverse and gender-balanced workforce. Profits increase for businesses with female and minority leadership thanks to a broader diversity of opinion and experience among those making executive decisions.

Closing the Gap

Under the leadership of the Office of Diversity Affairs, Leeds is creating and growing programming to reach women. Through school- and community-based outreach, summer programs and leadership conferences, Leeds aims to demystify business education, provide strong female role models and increase career readiness so that women graduates are prepared to create, develop and lead the next big idea.

Early results of outreach efforts have been encouraging. Following the 2016 inaugural *Women in Business Leadership Program*, high school-aged participants reported the following:

- 81% of participants said they want to pursue business as a college major
- 88% percent said they would consider applying to Leeds
- 96% agreed that hearing from women leaders increased their confidence in their ability to succeed in business

Of the 32 high school seniors in attendance, 26 applied to Leeds in the 2016-2017 admissions cycle and 22 were accepted. These promising results support the case that simply educating young women about the opportunities in business can help to drive more female applicants to business schools. Outreach at the graduate level is expected to similarly impact enrollment in MBA and MS programs. With increased resources, community outreach and scholarship support, Leeds is confident that the gender gap in our business school can be closed.