



Wisconsin College Personnel Association 2025 Professional Development Institute

Re-envisioning Higher Education: Navigating Times of Change and Transition

Thursday, April 10, 2025

8:45 am - 3:50 pm

Accessibility and Accommodations

We value inclusion and access for all participants and are pleased to provide reasonable accommodations for this event. Please contact Michaela at msmith1@uwlax.edu to make an accommodation request.

WELCOME AND KEYNOTE 8:45 AM - 10:00 AM			
Presenter	Session Information	Zoom Link	Staffing
<u>WCPA Board</u>	Welcome to The Professional Development Institute	Click Here to Join	Moderator WCPA
<u>Keynote:</u> Dr. Damira Grady, Madison Area Technical College	Shift Happens: Courageous Leadership in Times of Change Higher education is shifting, whether we're ready or not. The question isn't if change is coming but how we show up in the midst of it. This keynote will challenge us to move beyond resistance and fear and instead embrace change as an opportunity to reimagine culture, community, and leadership. We'll talk about: <ul style="list-style-type: none">● How courage is a muscle and why we need to build it if we want to lead through change● Why DEI isn't a side initiative; it's a competitive advantage when done right and problematic when done wrong● How institutional culture has to shift for talent and students to truly thrive● Why restorative practices and community vibrancy matter in moments of transition We must stay committed to our why and flexible on our how. Change can be disruptive but can also be transformative if we approach it with the right mindset and strategy.		

PROGRAM SESSION ONE 10:10 AM - 11:00 AM			
Presenter	Session Information	Zoom Link	Staffing

Session One: Denise Lorge and Courtney O'Connell, UW- Milwaukee	What I Learned from the Campus Closures This presentation will highlight the presenter's personal experience with campus closures and how advisors and administrators alike must reimagine how to support students by updating their advising philosophy. Both academic advisors and administrators must find their own reason why they continue to support students through the changing times. They must work with students to discuss realistic academic goals by gathering information. They must change their advising and communication strategies to best serve and support students as they work toward their academic goals. These three strategies can prove to be valuable skills for academic advisors and administrators alike as they navigate the ever-changing higher education landscape when supporting students.	Click Here to Join	Moderator Hillary
Session Two: Panelists: Dr. Sunem Beaton-Garcia, Chippewa Valley Technical College Seandra Mitchell, Milwaukee School of Engineering Tony Garcia, Medical College of Wisconsin	Leading Through Change: Insights from Higher Education Professionals In this dynamic panel discussion, three esteemed higher education professionals will share their insights and experiences navigating the rapidly changing landscape of student affairs. As the needs of students and societal expectations shift, this conversation will explore how student affairs professionals can evolve their practices to remain relevant, responsive, and effective. Along with actionable strategies for navigating the challenges of an evolving higher education landscape, a deeper understanding of the importance of inclusive practices, and insights into the future of student affairs, this session aims to provide the tools, knowledge, and inspiration needed to lead effectively in an ever-changing educational environment.	Click Here to Join	Moderators Michaela & Hannah
Session Three: Dr. Damira Grady, Madison Area Technical College	Breakout Session - Holding Space: A Restorative Circle for Navigating Change <p>Overview: Change is hard. It brings uncertainty, frustration, and sometimes even grief. In higher education, we often move so fast that we don't take the time to process the impact of these shifts. This session will be a community-building circle using restorative practices to hold space for reflection, dialogue, and collective problem-solving.</p> <p>We'll focus on:</p> <ul style="list-style-type: none"> ● Honoring what we're experiencing as individuals and as a field ● Creating space for real conversation, not just surface-level solutions ● Reaffirming our commitment to building cultures where people thrive <p>This isn't just about talking; it's about rebuilding trust, connection, and clarity in uncertain times. Participants will walk away feeling seen, supported, and better equipped to engage in the work ahead.</p>	Click Here to Join	Moderator Maddie

PROGRAM SESSION TWO
11:10 AM - 12:00 PM

Presenter	Session Information	Zoom Link	Staffing
-----------	---------------------	-----------	----------

Session One: Emma Hinker, UW-Madison	Adaptable Advising: Meeting Students Where They Are From a freshman embarking on their undergraduate studies to someone seeking a second career, advising a population with vast arrays of life and professional experience requires an adaptable approach and a multifaceted toolkit. This presentation will discuss the needs of these different groups and different strategies that can be adapted and used to help create a multi-faceted and supportive environment that addresses the needs of your advisees where they are at in their educational journey.	Click Here to Join	Moderator Jorge
Session Two: WCPA Executive Board	Do you want to learn more about WCPA? Interested in joining WCPA? Have questions or suggestions for us? Connect with us, meet the board, and learn more about WCPA and the opportunities we have open.	Click Here to Join	Moderator Adam

PROGRAM SESSION THREE 1:10 PM - 2:00 PM			
Presenter	Session Information	Zoom Link	Staffing
Session One: Britta Miller, UW-Stout Kelly Wenig, UW-Stout	Increase in Student Retention by Strategic Intervention Tactics This session will cover innovative methodologies for increasing first-time full-time student retention at a medium Midwestern polytechnic institution. We will cover integrations between advising, FYE, and faculty. We will also discuss “easy” data tracking methods that other institutions can use to improve student support including attendance tracking/early alert processes, using SIS/degree audit system filters to target at-risk demographics, and delegating work to appropriate offices to increase intervention efficiency and effectiveness.	Click Here to Join	Moderator Jorge
Session Two: Tonya Schmidt, UW-Madison	Stop Campus Hazing Act: What Everyone Needs to Know The Stop Campus Hazing Act (SCHA) was signed into law by President Joe Biden in late December 2024. SCHA requires colleges and universities that receive federal funding to include hazing reports in their Annual Security Report, publish a transparency report on hazing incidents, and implement hazing prevention and awareness programs. Learn what you need to know about this important law and how you can contribute to keep your campus safe and free of hazing.	Click Here to Join	Moderator FranChesca
Session Three: WCPA Executive Board	Breakout Session - Connecting Through Functional Areas This session will be an opportunity for professionals to connect with one another and talk about relevant topics related to today’s conference theme. Breakout sessions will be determined based on functional areas.	Click Here to Join	Moderators Kayla & Laken

PROGRAM SESSION FOUR 2:10 PM - 3:00 PM			
Presenter	Session Information	Zoom Link	Staffing

Session One: Joel Spiess, UW-Milwaukee	Symbiotic Supervision: Team Goals, One-on-one Meetings, and Coaching <p>The relationship between supervisors and direct reports is a unique one! Join this session to learn more about setting collective goals, increasing the effectiveness of one-on-one supervisory meetings, and utilizing coaching as a leadership approach. All levels of employees are welcome to join this session, even if you do not currently supervise others.</p>	Click Here to Join	Moderator Hillary
Session Two: Ben Dresdow, UW-Green Bay	What drives you?: Fostering Sustainable Motivation for Student Staff <p>This presentation will be based on principles of performance psychology, which is a field in which I will be graduating from with my masters in May 2025. I will seek to inform how professional and personal development can be enhanced by practices such as creating an enriching professional connection with students, engaging in self-talk and reflection, and actionably creating effective goal-setting practices. My presentation will include theoretical frameworks of Self-Determination, Unconditional Positive Regard, and person-focused approaches.</p>	Click Here to Join	Moderator Maddie
Session Three: Leo Schauer, UW-Madison	Opportunity or Challenge?: Intercultural Competence Development of International Students in Virtual Meeting Spaces <p>The U.S. has been one of the most prevailing destinations for international students for decades. However, recent shifts like the adoption of new teaching and learning technologies due to COVID-19 as well as uncertainties surrounding travel restrictions due to regional and international politics have prompted international educators to explore innovative ways for international students to engage in American higher education virtually without traveling to the U.S. Therefore, this presentation will focus on one of the issues — the intercultural competence development of international students enrolled at American higher education institutions — in the middle of a series of changes and uncertainties. It aims to understand how international students have achieved intercultural competence in a virtual learning environment; in other words, to determine whether the processes and outcomes of their intercultural competence development are similar between traditional face-to-face learning and virtual learning environments. It will also provide international educators with useful insights as they plan virtual events and consider potential learning outcomes for international students.</p>	Click Here to Join	Moderator Jodi

CONCLUSION, AWARDS & WRAP UP

3:10 - 3:50 pm

Presenter	Session Information	Zoom Link	Staffing
Endnote: Ashley Nowak, UW-La Crosse	Navigating the Next Chapter <p>This final bookend session will bring us all back together to focus on reflecting on the key values that guide our decisions and actions in our various roles in higher education. We'll explore the importance of understanding our roles within the</p>	Click Here to Join	Moderator WCPA

	broader social context and evaluate how our connections contribute to culture. To close the day, we emphasize the power of discourse, personal reflection, and an intentional approach to growth, even (especially) during challenging times.		
--	---	--	--

**Thank you for attending the Spring 2025 WCPA PDI and we will see you
at the Fall 2025 WCPA Annual Conference!**
(Date: October 16-17, 2025)