

# WOMEN'S LEADERSHIP DEVELOPMENT CERTIFICATE

## FACULTY

### **Bethany Adams, MA, SHRM-SCP (she/her/hers)**

*Associate Director, Marketing & Strategy - HRD, Villanova University*  
*bethany.j.adams@villanova.edu*

**WLDC Session: Managing Up and Across to Influence Organizational Outcomes**



Bethany Adams is the Associate Director of Marketing & Strategy in the Villanova Human Resource Development graduate programs. She teaches Strategic Human Resources, Organizational Development, Introduction to HR in the Business World, and Emotional Intelligence. Bethany earned her BS in Psychology from Texas A&M University and her MA in Organizational Management from Dallas Baptist University. She also holds her SHRM-SCP certification. Bethany began her career working in training & development and human resources in the restaurant and retail industries. She has experience in both small, privately-owned businesses and large, Fortune 500 organizations. Bethany has spoken at a wide variety of HR and education conferences throughout the country on topics including strategic HR, organization development, diversity, equity, & inclusion, and emotional intelligence. Bethany hosts the Villanova HRD podcast called HR Tea (available on iTunes & Google Podcasts).

### **Terri Boyer, EdD (she/her/hers)**

*Director, Anne Welsh McNulty Institute for Women's Leadership; Assistant Vice Provost of Centers & Institutes;*  
*Associate Professor of Education & Counseling, Villanova University*  
*teresa.boyer@villanova.edu*

**WLDC Sessions: Introduction to Gender Equity & Women's Leadership; Navigating Work, Life, and Leadership; Tools and Strategies for Creating a SMART Network**



Dr. Terri Boyer is an innovative leader and advocate for economic and social equity for women. She has focused her work on how gender impacts our experiences in education and the workplace, particularly for women studying and working in nontraditional fields or roles, such as women in STEM. She has worked with women and the institutions and companies which serve them to build awareness and develop skills to address inequities and advance women in the workplace. She is a sought-after speaker and facilitator on topics related to leadership development, work-life balance, and change agency. Dr. Boyer currently serves as the Founding Director of the Anne Welsh McNulty Institute for Women's Leadership at Villanova University. She previously served as Executive Director of the Center for Women and Work at Rutgers University, as well as a professor in its School of Management and Labor Relations.

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## **Debra Bradford, SPHR, SHRM-SCP, RODC (she/her/hers)**

*Chief Human Resources Officer, Intellis; Senior HR Strategist/ Consultant, The O'Connor Group; Adjunct Professor - CPS, Villanova University*

*debra.bradford@villanova.edu*

**WLDC Session: Seeing Systems and Challenging the Process**



Promoting leadership and personal accountability in business management with an emphasis on people strategies for over 15 years as a business analyst, Ms. Debra Dee Bradford (she, her, hers) is working in the healthcare sector as the CHRO for IntellisIQ. Debra has been with Villanova University's College of Professional Studies for over 5 years, teaching and creating course content. Her BS degrees in HR and in Healthcare Management support her MS-ODL from Philadelphia College of Osteopathic Medicine; and she carries certifications in OD, HR, training, and finance. Always an old-fashioned country girl, Debra resides in PA with her husband Chris and their pug Bentley.

## **Heather Cluley, PhD (she/her/hers)**

*Associate Director and Assistant Teaching Professor – HRD, Villanova University*

*heather.cluley@villanova.edu*

**WLDC Session: Managing Up and Across to Influence Organizational Outcomes**



Heather Cluley is the Associate Director and an Assistant Teaching Professor in the Villanova Human Resource Development graduate programs. She teaches Strategic Human Resources, Organizational Development, Organizational Behavior and Work, family and Career Considerations. Heather earned her Ph.D. in Management at John Molson School of Business, Concordia University in Montreal, Quebec. She has an MS in Industrial/Organizational Psychology and BS in Public Health Education and Psychology. Heather's research focuses on employees' experiences at the work-family interface as well as the career and organizational contexts that shape those experiences. Her recent studies have looked at day-to-day work-family decision-making in dual-income couples and the impact of positive and negative daily events on work-family boundary permeability. Heather has worked in various project management roles in health promotion and health care communications in public and private health care settings. She is an Integrated Life Advocate with the ThirdPath Institute; working with leaders and employees to promote solutions for work-life integration.

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## **Bobbie Dillon, MS (she/her/hers)**

*Communication & Conflict Management Specialist; Adjunct Professor - CPS, Villanova University*  
*bobbie@bobbiedillon.com*

**WLDC Session: Negotiation: Leadership Skills and Strategies to Succeed**



Bobbie L. Dillon, M.S., Communication & Conflict Management Specialist, supports leaders and teams through a variety of communication and conflict management processes to reach their goals. Bobbie holds a B.A. in Communication/Journalism, summa cum laude, from St. John Fisher College and an M.S. in Conflict Analysis and Resolution from Nova Southeastern University Graduate School of Humanities and Social Sciences. Her graduate research focused on organizational conflict including workplace violence and its prevention. In addition to her academic credentials, Bobbie worked professionally as a mediator for more than a decade having received mediation training at the Upstate New York Family Mediation Training Institute and at the Institute for the Study of Conflict Transformation at Hofstra University School of Law, as well as studies in the use of Narrative Mediation and Non-Violent Communication. She is a certified coach and trainer for the Comprehensive Conflict Coaching Model, an approved trainer for the Family Section of the Association for Conflict Resolution, and a certified assessor of the Conflict Dynamics Profile and Entrepreneurial Mindset Profile instruments. In addition to her work with

organizations, she is an adjunct faculty member for the College of Professional Studies at Villanova University and an adjunct instructor for the Klein College of Communication and Media at Temple University.

## **Sheila Doherty, MA (she/her/hers)**

*Director of Experienced Career Services, Villanova University*  
*sheila.doherty@villanova.edu*

**WLDC Session: Navigating Transitions by Leveraging Connections and Content**



Sheila Doherty is the founding Director of Experienced Career Services at Villanova University where she leads the institution's efforts to scale resources and serve the diverse career interests of the 100,000+ member alumni community, current graduate students, and adult learners. Her skillfulness in leading cross-university strategic initiatives and creating community-driven career learning experiences is highly sought-after by colleagues across the spectrums of career services and alumni relations around the country. Sheila's has shared her subject matter expertise in selected presentations at national and regional conferences such as the American Council on Education, the Council for Advancement and Support of Education, and PeopleGrove Innovators. She is passionate about elevating the stories of those in career transition and providing the resources and support to enable lifelong career success for all in the Villanova community.

Prior to founding the Experienced Career Services team, Sheila counseled thousands of Villanovans across all of the academic disciplines, led and enhanced the university's largest recruiting events of the year, and created professional development curriculum in the College of Liberal Arts & Sciences and the Villanova School of Business. Before coming to Villanova, Sheila worked in corporate communications and was a successful business owner. She has her Bachelor's in Psychology and English & Communications and her Master's in Counseling Psychology.



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## **Michele Gianforcaro, MBA (she/her/hers)**

*Associate Director of Professional Development - Mentor Program - VSB, Villanova University*

*michele.gianforcaro@villanova.edu*

**WLDC Sessions: Personal Leadership Foundations; Tools and Strategies for Creating a SMART Network**



Michele Gianforcaro '89 leads the Villanova School of Business (VSB) Mentor Program, is a certified Gallup Strengths coach, and is a VSB adjunct faculty member. She has been bringing Villanovans together for years, previously serving on the VU Alumni Board of Directors (2008 to 2014) and more recently on the Anne Welsh McNulty Institute for Women's Leadership Steering Committee (2015 to 2017). Michele graduated with a BS in Accountancy from Villanova University and an MBA in Marketing from Temple University. She has 30+ years of business experience where she held a variety of leadership roles at GlaxoSmithKline and pricewaterhousecoopers. Her strengths are Individualization, Responsibility, Maximizer, Positivity, and Arranger.

## **Glenda Gracia Rivera, MPA (she/her/ella)**

*Director of Professional Development and Training, Center for Women & Work, Rutgers University*

*ggraciarivera@gmail.com*

**WLDC Session: Planning for Success: SMART Goals at Work**



Glenda Gracia-Rivera is the Director of Professional Development and Training at the Center for Women & Work, Rutgers University. She is a skilled trainer with 25 years of experience in designing programs and delivering content to learners of all ages. Glenda's work focuses on expanding leadership opportunities for all and elevating equity-minded policies and practices in today's classrooms and workplaces. She accomplishes this by developing/implementing programs directed towards institutional change in various arenas including academic, nonprofit, and corporate institutions. In addition to diversity, equity, and inclusion, she also has an extensive background in leadership development and strategic planning processes. Glenda holds a Bachelor of Arts in sociology, and a Master of Public Administration in non-profit management, both from Seton Hall University. Outside of her responsibilities at Rutgers, she also serves on various boards and committees in her community that focus on empowering women/girls and addressing educational disparities for traditionally underserved populations.

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## **Erin Jewell Gerst, MBA (she/her/hers)**

*Executive Mindset and Growth Coach, International Professional Speaker, Facilitator; Professor of Leadership & Mindset, Villanova University*

*erin@erinjewellconsulting.com*

**WLDC Sessions: An Introduction to Presence-Based Peer Coaching and Positive Feedback; Translating Self-Care Mindfully in The Workplace**



Erin Jewell is an Executive Mindset and Growth Coach, International professional speaker, facilitator and professor of leadership and mindset at Villanova University. Erin has over 20 years of experience as a startup founder (E=MC2, no limits LLC) healthcare sector leader (Pfizer, Boston Scientific, Medtronic) and commercial sales professional in the life sciences sector. Erin holds an MBA in Systems Thinking and a BS in Marketing from Villanova University. She has professional certifications and affiliations in Coaching, Qigong, Mindfulness Based Stress Reduction Therapy, Transformational Vinyasa Flow, Reiki healing, Meditation and Pranayama (Breathwork). Erin is bilingual in English and Spanish language and culture. She is an ultra-marathoner and avid reader who resides with her husband, stepchildren, and puppy in Broomall, Pennsylvania.

## **Christina Larson Kelly, CFP® (she/her/hers)**

*President, Larson Financial Planning, INC.*

*clarson@larsonFP.com*

**WLDC Session: Financial Planning for Professional Women**



Christina Larson Kelly BSN, MSN, CFP® is the President of Larson Financial Planning, Inc, a firm specializing in the financial planning and investment management needs of Registered Nurses. For over 30 years she worked in nursing and hospital administrative positions in several Boston teaching hospitals, as well as being the CEO of a health care company.

Ms. Larson Kelly has served as the Vice-Chair of the M. Louise Fitzpatrick College of Nursing Board of Consultors and as a member of the Provost's Board. She is currently a member of the Villanova Board of Trustees.

Christina lives in the Boston area with her husband John who is a retired emergency department physician and their beloved dog Mike.

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## **Maryalice Morro, DNP, RN, NEA-BC (she/her/hers)**

Adjunct Faculty, The Citadel, FCN, Villanova University & UPENN School of Nursing; *Program Coordinator, Women's Leadership Development Certificate*

*mmorro03@villanova.edu*

**WLDC Session: Personal Leadership Foundations**



Maryalice is currently a consultant and works with growth-minded business owners and executives through formal and informal coaching, mentoring, teaching, and consulting. She is adjunct faculty for the Citadel's undergraduate nursing program, and several of Villanova University's certificate programs. She is the Program Coordinator for the Anne W. McNulty Institute's Women's Leadership Development Certificate Program and led the multidisciplinary team in creating this program.

Previously, Maryalice spent 35 years in government, with 29 years on active duty in the United States Navy, serving around the world in support of peacetime, humanitarian, and wartime missions. She was the Commanding Officer (CEO) of the Pensacola Naval Hospital and Chief of Staff for Navy Medicine East, serving 15 medical commands in the United States and abroad. She was appointed to the Senior Executive Service and was selected to serve as Director (CEO) for the Carl Vinson VA Medical Center in Dublin, GA, transforming an underperforming medical center into a vibrant healthcare center to meet the veterans' 21st century needs. She currently serves on the Villanova

Fitzpatrick College of Nursing Board of Consultants, Anne W. McNulty Advisory Board and Our Lady Of Mercy Community Outreach Services Board of Directors. Maryalice holds a Doctor of Nursing Practice degree from Villanova University, MSN from the Catholic University of America, MS from the Industrial College of the Armed Forces and BSN from Villanova University. She is Board Certified by AACN as a Nurse Executive – Advanced.

## **Jane Mullany, (she/her/hers)**

*Founder and principal of JMM Consulting LLC; Panel Speaker Coordinator, Women's Leadership Development Certificate*

*janemullany1@gmail.com*



Jane Mullany is the founder and principal of JMM Consulting LLC, a firm devoted to assisting nonprofit organizations in achieving their mission through strategic planning, fundraising, building strong teams through talent transformation and board development. She has over 20 years of experience spearheading dozens of initiatives for non-profit organizations. In addition to managing her own consulting business, Jane contributes to the success of HJM Consulting LLC, serving as partner, providing vital support on strategic planning, research and business development. Jane currently serves on the board and chairs the Development and Marketing Committee of Jhpiego, an international, non-profit health organization affiliated with The Johns Hopkins University dedicated to improving the health of women and families. Jane also serves on the McNulty Women's Leadership Institute Advisory Council and is currently a member of the Women's Leadership Certificate Planning Committee at Villanova University. Prior to forming JMM Consulting, Jane served on multiple nonprofit boards in the roles of board chair, trustee and committee member

including: Woodlynde School; The Philadelphia Foundation; Children's Seashore House; Carousel Ball of The Children's Hospital of Philadelphia, and Alex's Lemonade Stand. Jane received her Bachelor of Science Degree in Nursing from Villanova University and spent 18 years at Children's Hospital of Philadelphia as a Pediatric Critical Care Nurse and a Nursing Leader.



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## **Therese Narzikul, MBA, MSN, CRNP (she/her/hers)**

*VP of Population Health for Spring Hills MSO, Population Health; Adjunct Faculty - VSB and FCN, Villanova University*

*therese.narzikul@villanova.edu*

### **WLDC Session: Systems Thinking: Putting Things Together to Make Sense of Them**



Therese Narzikul has more than 20 years as a strategic leader in both the payer and provider sectors of healthcare systems. She has worked with governmental organizations; applying systems thinking to large businesses that serve the nation's most frail and vulnerable citizens. Narzikul recently started a new role as VP of Population Health & Clinical Transformation for Spring Hills MSO, Population Health. In prior work, as VP of Practice Design and Care Coordination at Jefferson Health, Narzikul focused on population health interventions and successfully led a team to target, prioritize and adapt approaches and interventions to improve health outcomes, prevent costly errors and reduce avoidable acute care visits for patients and populations. Narzikul has also worked with United Health Group, Capital Blue Cross and University of Pennsylvania in a variety of different roles, focused on improving lives and experience of care for patients, families and caregivers. Narzikul

holds an MBA from Villanova University Executive MBA program ('04). She serves as an adjunct faculty at the Villanova School of Business and College of Nursing. She teaches, Systems Thinking, Social Enterprise Consulting and Transformational Leadership to masters and doctoral students. She is a Certified Registered Nurse Practitioner (CRNP) and received her Master of Science in Nursing (MSN) degree from The University of Pennsylvania and BSN from The University of Scranton. Therese serves on the Advisory Council of the Anne Welsh McNulty Institute for Women's Leadership at Villanova University, as well as three non-profit boards in the region.

## **Manuel "Manny" A. Nuñez, MBA (he/him/his)**

*Associate Dean, Graduate Programs; Professor of Practice, Management & Operations; Faculty Director of Diversity, Equity, and Inclusion - VSB, Villanova University*

*manuel.nunez@villanova.edu*

### **WLDC Session: Systems Thinking: Putting Things Together to Make Sense of Them**



Manuel (Manny) A. Nuñez serves as Associate Dean of Graduate Programs at the Villanova School of Business. He oversees the Part-time and Online MBA programs, specialty masters programs, and career strategy services for graduate business. Mr. Nuñez also serves as Professor of Practice in Management & Operations, and Faculty Director of Diversity, Equity, and Inclusion. Before coming to Villanova, he was Managing Director, External and Government Affairs for the Inter-American Foundation (IAF), a foreign assistance agency of the United States government. In that role, he led private sector partnerships, congressional affairs, public affairs and managed the agency's relationship with the White House, and other key stakeholders. He has served on several National Security Council policy committees and represented the United States on the international stage as a member of the official U.S. delegation to the Central America Forum on Economic Growth and the Summit of the Americas. Before the IAF, Mr. Nuñez spent sixteen years with Merck & Co. Inc., where he held numerous positions of increasing responsibility within both the U.S. and international sales and marketing organizations. He is the recipient of

numerous company and industry awards, including the Medical Media & Marketing Gold Award and the Healthcare Marketing Association International Gold Award.

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Mr. Nuñez is chair of the board of trustees at Eastern Mennonite University, a member and former chair of the Moran Center for Global Leadership Advisory Council, and a recipient of the Rev. Joseph C. Bartley, O.S.A. Alumni Medallion, the highest distinction the Villanova School of Business can award to an alumnus/a. He received his B.A. in Biology from Eastern Mennonite University, his M.B.A. from Villanova University, and completed his post-bac at the University of Pennsylvania.

## **Kathy Oswald, PhD (she/her/hers)**

*Adjunct Faculty Communication - CPS, Villanova University*

*kathleen.oswald@villanova.edu*

**WLDC Session: Communication What Can You Do with a Question?**



Kathy is Adjunct Faculty in the Department of Communication and the College of Professional Studies at Villanova University, teaching courses in leadership, organizational communication, negotiation, visual communication, and new media. In addition to her interests in smart technologies and new media, she presents on the importance of effective, meaningful, and enjoyable course design and classroom learning. Kathy received her PhD in Communication, Rhetoric and Digital Media from North Carolina State University, holds a MA in Communication from Villanova University, and completed a BA in Communication Studies at West Chester University. Before shifting to academia, she worked in B2B public relations.

## **Ariella Robbins, MS (she/her/hers)**

*Associate Director of Education and Training for the Office of Diversity, Equity & Inclusion, Villanova University*

*ariella.robbs@villanova.edu*

**WLDC Session: Intersectional Identity, Equity and Inclusion**



Ariella Robbins, M.S. is the Associate Director of Education and Training for the Office of Diversity, Equity and Inclusion at Villanova University. Ariella works to create an inclusive campus climate by creating educational opportunities through workshops, trainings and webinars based on the needs of the community. She focuses on a variety of topics such as implicit bias, social identity exploration, intercultural communication, and inclusive hiring. She also triages bias concerns, co-chairs multiple campus committees, and advises a student group. In addition to her role as Associate Director, Ariella is a facilitator in the Program on Intergroup Relations and an adjunct instructor in the Center for Peace and Justice Education and the Education Department at Villanova University. Her courses have a focus on the social justice issues of race, class, gender and action. Ariella has worked in a variety of Student Affairs and Academic Affairs positions. She has served as a Trio college prep counselor at Delaware Valley University, Academic Advisor at Peirce College, and a Supplemental Instruction and Learning Skills coordinator at California State University, Long Beach. Ariella Bradley earned her B.S. from

Mansfield University in Business Administration and her M.S. from California State University Long Beach in Counseling: Student Development in Higher Education.



# WOMEN'S LEADERSHIP DEVELOPMENT CERTIFICATE

## **Danielle Ross, MA (she/her/hers)**

*Assistant Director, Anne Welsh McNulty Institute for Women's Leadership, Villanova University*  
*danielle.ross@villanova.edu*

**WLDC Sessions: Personal Leadership Foundations; Introduction to Gender Equity & Women's Leadership**



Danielle Ross, MA, joined the Anne Welsh McNulty Institute for Women's Leadership as its Assistant Director in the summer of 2018. Her commitment to social equality and advocating for more inclusive models of leadership has guided her work over the last decade, first in corporate marketing and now in higher education. After receiving a BSBA in Marketing at the University of Arizona, Danielle spent four years at Questex Media Group, a global multimedia and event firm in New York City, working in client relations, data analytics, and event management. To pursue her passion for higher education, Danielle then received her Master of Arts in Higher Education and Student Affairs from the University of Connecticut, where she specialized in facilitating high-impact leadership development initiatives. In her role at the McNulty Institute, Danielle leads efforts around leadership development including the Lorenzini Leadership Ambassadors; The Women's Leadership Development Certificate; student development programming; and campus liaisons and relationships. She also co-chairs Villanova's Parenthood Collective employee resource group and serves as a

CliftonStrengths facilitator and coach.

## **Darla Wolfe, MBA (she/her/hers)**

*Managing Principal, Sweat EquitE*  
*dmwolfe10@google.com*

**WLDC Session: The Power of The Pivot**



Darla has over 20 years of leadership experience in Information Technology, manufacturing and entrepreneurship. She has held senior level roles at Fortune 500 companies and has led global teams to success in Enterprise Resource Planning worldwide. In addition to her corporate background, Darla is a serial entrepreneur and angel investor. She is the Founder of Sweat EquitE, LLC, an innovative service company that matches experienced professionals to non-traditional work opportunities at start-ups and non-profits. She launched Sweat EquitE to provide a platform for her colleagues and peers to expand their skill sets and try new ideas in the start-up world without quitting their full-time jobs. Darla earned her BBA in Computer Science from Temple University, MBA in Leadership from Villanova University and earned a certificate in screenwriting from UCLA. She was one of the founding Board members of the Anne Welsh McNulty Institute for Women's Leadership and is on the Board of Trustees for Villanova University. She was named "A Disruptor You Need to Know" in 2018 by the Philadelphia Business Journal and one of the top 12 technologists of color in Philadelphia by Technical.ly magazine.



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