

# THE UMBRELLA GROUP

*UMB Roundtable on Empowerment in Leadership  
and Leveraging Aspirations*

THE UNIVERSITY OF MARYLAND, BALTIMORE CELEBRATES

# WOMEN'S HISTORY MONTH 2022

**UMBrella Virtual Symposium:**  
*“Retool and Refuel Your Career  
in the Post-Pandemic Era”*

**WEDNESDAY, MARCH 9, 2022**

**9 a.m. - 3:30 p.m.**



# WELCOME



I'm thrilled to welcome you to the University of Maryland, Baltimore's (UMB) 2022 Women's History Month celebration. We had hoped to be together in person this year but are thankful that we have a spectacular platform that allows us to be together virtually once again.

Women's History Month is a celebration in which UMB has long taken part that enables us to commemorate the pioneering, courageous women of our past and honor the equally heroic women of today, namely all of you participating in this event.

This year, our theme is "Retool and Refuel Your Career in the Post-Pandemic Era." As we enter the third year of the COVID-19 pandemic, many of us find ourselves running on empty, burned out, sick and tired, and wondering when it will end and what's next for us. We hear of the "Great Resignation" and wonder if we should join those who have changed their jobs or even quit working altogether. Others have found that this time has been one of growth, newfound skills, and a real affinity for working from home and connecting in new and different ways. In whichever camp you fall, as we are poised to reenter the "real world" and get back to "normal," this is the time to take stock of our lives and our careers.

Our day starts with Tashni-Ann Dubroy, PhD, MBA, executive vice president and chief operating officer at Howard University. Dr. Dubroy will share her own professional journey and tell us about her career pivots, challenges, and opportunities. Next comes two of the five breakout sessions, where you will dive into change management, career navigation, belongingness and purpose, professional presence, and the dreaded impostor "monster" syndrome.

Our lunchtime keynote speaker is internationally renowned motivational speaker, entrepreneur, success strategist, and Baltimore girl Gloria Mayfield Banks, MBA, who will tell us how she became a multi-hyphenate success story. We will follow Ms. Banks' talk with a presentation of this year's UMBrella Awards, to honor those women at UMB who are writing their own success stories and helping others do the same.

And finally, we will end our symposium with a repeat performance from our 2019 inaugural in-person Women's History Month symposium: Kathy Flaminio, LGSW, MSW, founder and CEO of MoveMindfully, will guide us in a practice to help us experience the power of breathing, movement, and rest, and how they impact our minds, spirits, and bodies.

I am confident that today's symposium will be a meaningful experience for you, as you retool and refuel yourselves and your careers, and as we find new ways to work together toward true equality, inclusion, and opportunity.

On behalf of the UMBrella Group, which was created in 2014 to support the success of women and those who identify as women at UMB, and whose members organized today's event, we thank you for your participation in this celebration and for the contributions you will make to UMB and to society in the years ahead.

Sincerely,

A handwritten signature in black ink that reads "Jennifer".

Jennifer B. Litchman, MA  
*Founder and Chair, UMBrella*  
*Senior Vice President for External Relations*  
*University of Maryland, Baltimore*

# SCHEDULE

**9-10 a.m.**

**Morning Keynote**

**Welcome**

Bruce E. Jarrell, MD, FACS,  
President, UMB

**Introduction of Speaker**

Jennifer Litchman, MA,  
Senior Vice President for  
External Relations, UMB  
Founder and Chair, UMBrella

**Morning Keynote**

Tashni-Ann Dubroy, PhD, MBA  
Executive Vice President and  
Chief Operating Officer,  
Howard University

**10-10:15 a.m.**

**Break**

**10:15-11:15 a.m.**

**Breakout Sessions**

**11:15-11:30 a.m.**

**Break**

**11:30 a.m.-12:30 p.m.**

**Breakout Sessions**

**12:30-1 p.m.**

**Break**

**1-2:15 p.m.**

**Afternoon Keynote and  
UMBrella Awards Presentation**

**Introduction of Speaker**

M.J. Tooley, MLS, AHIP, FMLA  
Associate Vice President,  
Academic Affairs, UMB  
Executive Director, Health  
Sciences and Human Services  
Library

**Afternoon Keynote**

Gloria Mayfield Banks, MBA  
Motivational Success Strategist  
and Entrepreneur

**UMBrella Awards Presentation**

Crystal Edwards, JD, MA  
Assistant Dean for Academic  
Affairs, Francis King Carey  
School of Law

**2:15-2:30 p.m.**

**Break**

**2:30-3:30 p.m.**

**Afternoon Workshop**

*"Taking Care of YOU from the  
Inside Out: MoveMindfully for  
Mind, Body, and Heart"*

**3:30 p.m.**

**Closing Remarks and Raffle  
Jennifer Litchman**

# KEYNOTE SPEAKERS

## MORNING KEYNOTE



### **TASHNI-ANN DUBROY, PHD, MBA**

Tashni-Ann Dubroy is the executive vice president and chief operating officer of Howard University in Washington, D.C. She oversees facilities management, information technology, campus safety, enrollment management, auxiliary services, environmental health and safety, process optimization, and university strategy.

Under her leadership, Howard improved its financial aid standing with the U.S. Department of Education, elevating from Heightened Cash Monitoring level 2 to level 1 status within a nine-month period. She managed the university through a weather-related crisis related to the operation of its steam plant and is now leading a steam plant modernization effort. Dubroy also is leading an IT overhaul that includes improvement of Howard's core network, as part of a partnership with IBM, and is installing a new, universitywide Enterprise Resource Planning system.

She previously served as president of her alma mater, Shaw University in Raleigh, N.C., and was awarded Female President of the Year by *HBCU Digest* during her tenure. Appointed in August 2015 during the university's sesquicentennial celebratory year, Dubroy's administration positioned Shaw as a resource to the city of Raleigh through entrepreneurial innovation, civic presence, and support for students and surrounding communities.

Before her executive appointment at Shaw, she served as special assistant to the president, chair of the Department of Natural Sciences and Mathematics, and an associate professor of chemistry.

Dubroy began her career as a research scientist at BASF, the world's largest chemical company. She ascended to the position of global technology analyst, and, after two years, was appointed to serve as chemical procurement manager where she managed a strategic sourcing budget of \$35 million.

Dubroy earned her PhD in physical organic chemistry from North Carolina State University in 2007 and holds an MBA degree from Rutgers University.

## AFTERNOON KEYNOTE



### **GLORIA MAYFIELD BANKS, MBA**

Gloria Mayfield Banks is a motivational success strategist who has consistently beaten the odds to achieve success in her life and business. She overcame dyslexia, domestic violence, and a painful divorce to obtain an MBA degree from Harvard University and become a top sales executive and multimillionaire entrepreneur.

Banks began her professional career in the computer industry, first as a sales representative for IBM and later joining Stratus Computers as a manufacturing marketing manager. She went on to become assistant director of admissions at Harvard Business School, where she traveled nationally and internationally to recruit students.

In 1988, as a single mother of two facing a difficult divorce, Banks began selling Mary Kay products to supplement her income. Within a year, she set company sales records, and within a few years, her business had grown to over \$24 million in retail sales and a sales group of more than 6,000 consultants. Her ascent to elite executive national sales director, the highest sales position, was accomplished faster than anyone else in the company's 50-year history.

In addition to her position with Mary Kay, Banks is an internationally renowned motivational speaker and sales trainer, a communications consultant, and one of the founding partners of Charisma Factor, Inc., a corporate event planning company. Considered an expert in the fields of motivation, self-esteem, and sales training, she has trained internationally in China, Russia, Mexico, Canada, Germany, South Africa, United Kingdom, Australia, Kazakhstan, and Brazil. She often works with children, motivating them to get a jump-start in school and their personal lives.

Banks has shared her secrets of success with national media audiences including CNN, ABC-TV, and CNBC, and has appeared in *Fortune*, *Connect*, *Black Enterprise*, *Glamour*, *Working Woman*, *PINK*, and *Ebony* magazines.

## BREAKOUT SESSIONS

### *“Imposter Syndrome: Confronting the Career Development Monster Hiding Under the Bed”*

In this session, we will confront imposter syndrome head-on by exploring ideas of reflection, self-care, personal stories, and humor to reduce imposter behaviors and empower session participants.



#### ***Presenter***

#### **Ericka Boone, PhD**

Ericka Boone is the acting director of the National Institutes of Health’s (NIH) Division of Biomedical Research Workforce. In this role, she provides leadership on the development, implementation, and evaluation of policies and programs to train, sustain, and enhance the diversity of the future of the biomedical research workforce. Before this, Boone served as director of NIH’s Division

of Loan Repayment, another program designed to retain talented individuals in research careers. She earned her BA degree in biology from Talladega College and her PhD in biobehavioral health from Penn State University. “My ultimate passion is mentoring and motivating early-stage investigators to overcome imposter syndrome and other career development obstacles,” Boone says. “As an undergraduate student, I never could have imagined where a career in neuroscience would take me. It has been an awesome and unexpected journey!”

## *“Changing and Succeeding in the Same Breath”*

Life is unpredictable, and COVID-19 has made this statement even more evident. Those who can quickly adjust and adapt to change are the ones more likely to succeed. Would you like to become more agile at changing, personally and professionally? Join this session to learn more.



### ***Presenter***

#### **Zuleide “Zu” Dietzenbach, MBA, CCMP**

Zu Dietzenbach is an energetic, passionate, and knowledgeable speaker who will open your mind to what it really takes to change. She inspires leaders to build trust and have deeper connection with their employees. She believes that having a sincere interest in people is the best way to motivate, engage, and facilitate change.

Dietzenbach is Prosci-certified and a certified change management professional (CCMP) with extensive experience utilizing change management methodologies, tools, and discipline to guarantee successful delivery and adoption of a business’ priorities. She loves connecting with people and helping them to smoothly transition through change.

Dietzenbach is the director of change management at Mastercard. She worked for Bayer (formerly Monsanto) for over 19 years, holding roles with a wide range of responsibilities in the areas of finance, global trade and compliance, supply chain, and change management. As a change manager, she coached leaders on how to lead change and engage employees, and she implemented several multimillion-dollar global projects that required change with people, processes, and tools.

Dietzenbach owns Change Management Consulting, LLC, a company whose mission is to help leaders and organizations implement smooth, hassle-free, and lasting changes. She has assisted organizations and companies such as the National Football League, Potter Electric, and Bayer, among others.

## ***“Permission to Be Human: How to Create a Thriving, People-First Culture, Starting with Yourself”***

Research shows that people crave connection, belonging, and purpose at work, but sadly that’s far from the norm for most organizations. And when our world gets turned completely upside down, we need permission to be human even more. So instead of breeding an environment of disconnected, disengaged, Zoomed-out zombies, gain the confidence and tools needed to create a thriving, people-first environment starting with yourself, then your team, and your company at large. This session will guide you through a practical and replicable process to slow down, reflect, and realign to what matters most in your human experience.



### ***Presenter***

#### **MaryBeth Hyland, MS**

As the founder and chief visionary of SparkVision, MaryBeth Hyland knows that extraordinary success is rooted in the vision, values, and culture crafted by purpose-driven leaders and their teams. With more than a decade of experience, built on knowledge from a BA degree in social work and a master’s in nonprofit management, she is known for her ability to guide individuals

and teams to know, own, and live their values.

She does that with the understanding that we all have a deep desire to know and return to our most authentic selves — at work, home, and within. As a culture consultant, mindfulness instructor, and values expert, Hyland engages audiences and teams all over the world with her authentic style of facilitation, coaching, and empowerment.

Her recent awards include *The Daily Record’s* Circle of Excellence, Innovator of the Year, Top 100 Women, and Leading Women, and Associated Black Charities’ Civic Engagement Leader. She also has been recognized as a leading expert by *The Washington Post*, *HuffPost*, *Forbes*, and *The Wall Street Journal*.

Hyland is the author of “Permission to Be Human: The Conscious Leader’s Guide to Creating Values-Driven Culture,” and her life’s mission is to create spaces where voices are heard, stories are released, and alignment is ignited.



# BREAKOUT SESSIONS

## *“The Great Invitation: New Year, New You, and a New Job, Too!”*

The pandemic has proved to be an invitation for us to stop and reflect on all facets of our lives. This session is designed to help you navigate your career with life goals in mind and identify what is most important to your career growth while learning to follow a career plan. No matter how far you've progressed in your career, you can always pivot along your journey. No one has more power to take your career to the next level than you! Here are key takeaways for the session:

- Identify career goals
- Understand the importance of the alignment of personal and organizational values
- Understand the importance of developing a career plan
- Increase your ability to make meaningful contributions at work



### ***Presenter***

#### **Sunday J. Jones, MBA, SPHR**

Sunday Jones, who joined UMB as director of employee and labor relations in 2021, is an experienced human resources leader with demonstrated success in achieving organizational results. She has over 18 years of progressive human resources experience in the health care industry. She holds an MBA degree and is a certified senior professional in human resources (SPHR). Jones also has proven abilities in human resources strategy and operations. She is a dedicated team player with the ability to build effective relationships at all levels.

## ***“Heels of Power: Boosting Your Professional Presence and Influence”***

This session offers a road map on how women can boost their assertiveness, confidence, and ability to effectively communicate and advance their careers. You will learn:

- How your professional image impacts the perception people have of you
- Communication hacks to increase your credibility
- Networking like a pro to advance your career



### ***Presenter***

#### **Isabel Rambob, DDS**

Isabel Rambob is an assistant professor in the Department of Neural and Pain Sciences at the University of Maryland School of Dentistry and a member of the UMBrella Group’s Advisory Board and the UMB President’s Council for Women. She is the founder of Rambob Training Services, a company that offers people skills training and coaching for dentists. She also is a certified

mediator and prolific speaker who has lectured in the United States, Europe, Asia, and South America.

Rambob received her Doctor of Dental Surgery degree from State University of Feira de Santana in Brazil. She completed a one-year program in advanced education in comprehensive dentistry at New York University College of Dentistry, then completed a one-year residency program in advanced education in general dentistry at Howard University College of Dentistry. She completed 40 hours of training on mediation and 24 hours of training on restorative practices.

Rambob is passionate about teaching, mentoring, coaching, collaborating, and volunteering. She is an avid knowledge seeker who believes that commitment to professional development is one of the keys to professional success.

### *“Taking Care of YOU from the Inside Out: MoveMindfully for Mind, Body, and Heart”*

These challenging times have taken a toll on all of us with an impact on our health and well-being. Relief is possible with simple mind-body practices to decrease stress, exhaustion, and ultimate burnout. During this MoveMindfully session, you will begin to experience the power of breathing, movement, and rest activities on your physical, mental, and emotional state. Walk away with a simple tool kit of trauma-responsive mind-body practices to incorporate into your personal and professional lives.



#### ***Presenter***

#### **Kathy Flaminio, LGSW, MSW**

Kathy Flaminio is the founder of MoveMindfully, a training and consulting company that brings the science of mindfulness, movement, and social-emotional learning into educational, therapeutic, and home environments. She is the creator of MoveMindfully training, workshops, products, and curriculum that teach trauma-responsive practices for self-regulation, focus, and overall well-being. With a master’s degree in social work, Flaminio has more than 20 years of experience in regular and special education and was an adjunct faculty member at Saint Mary’s University in Minnesota. Flaminio has trained over 50,000 professionals in mindfulness, movement, and social-emotional skills strategies and has partnered with the University of Minnesota Masonic Children’s Hospital and United Hospital to provide trauma-responsive practices to the child/adolescent and adult mental health units. She is the co-author of “Moving Mountains: An Integrative Manual to Help Youth with Intensity, Reactivity, and Anxiety,” and of the Teen Resiliency Program with Henry Emmons, MD; Timothy Culbert, MD; and associates. Flaminio has been a keynote speaker or presenter for more than 100 organizations and national conferences.

# UMBRELLA AWARD WINNERS



## ***2022 Person of the Year - On the Rise***

**Carin Morrell, MA**

***Public Information Officer, UMB Office of Emergency Management and UMB Police Department***

Carin Morrell participated in the UMBrella Coaching Program (Cohort 3) and she has embraced the importance of coaching and mentoring relationships for women. Recognizing the value of coaching and professional development for women, she strives to champion other women at UMB, and she works to develop collaborative relationships with UMB women leaders. Even during departmental transitions and COVID-19 challenges, Morrell has continued to go above and beyond to support her colleagues.



## ***2022 Person of the Year - Leading the Way***

**Thelma Wright, MD, JD**

***Assistant Professor, Department of Anesthesiology, School of Medicine***

Thelma Wright works actively to mentor women, particularly medical students, residents, and fellows, as the Pain Management Fellowship Program director. She takes extra time to meet individually with countless numbers of mentees to encourage them and help foster their development. Wright serves in leadership roles on several committees in her department and around the University, including her work as president-elect of the Medical Executive Committee for the UM Rehabilitation and Orthopaedic Institute and on the UMBrella Advisory Board. For many years, Wright has inspired and elevated women through her service as mentor and coach. Through these professional roles and her active participation at UMB, she plays a critical role in motivating and mentoring women of color.



## ***2022 Champion of the Year***

**Patty Alvarez, PhD, MS**

***Assistant Vice President of Student Affairs, UMB Office of Academic Affairs***

Patty Alvarez is recognized for her commitment to the support, development, and success of students. In her role as assistant vice president of student affairs, Alvarez has consistently provided unwavering support to students, and her commitment only expanded as UMB navigated changing circumstances due to COVID-19. Her exemplary

*Cont. on Page 12*

# UMBRELLA AWARD WINNERS

*Cont. from Page 11*

leadership and mentorship extend to people across the University, and she is lauded for her commitment and support of her colleagues during the pandemic. Alvarez inspires both students and colleagues and serves as a role model as she leads by example. Alvarez serves on numerous committees at UMB and is a member of the UMBrella Advisory Board. She's also an active and dedicated coach for women in the UMBrella Coaching Program.

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The UMBrella Group — UMB Roundtable on Empowerment in Leadership and Leveraging Aspirations — works to support the success of women and those who identify as women at UMB by building community and helping them achieve their personal and professional goals, enhancing their leadership skills, and championing women at all levels of the organization.



# THE UMBRELLA GROUP

UMB Roundtable on Empowerment in Leadership  
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## UMBrella Coaching Program

**Amplify your voice. Become empowered.  
Achieve your potential.**

The UMBrella Group, in collaboration with Human Resource Services, offers the UMBrella Coaching Program, which aims to engage women and those who identify as women in a rich program complete with supportive coaches, networking opportunities, and exclusive activities designed to enhance the coaching experience.

“  
*I wouldn't have made it this far without my coach and UMBrella. Being part of the coaching program truly changed my life and career. I am so grateful!*  
”  
— Inaugural Cohort Participant

**Applications for Cohort 5  
open on June 1, 2022.**



UNIVERSITY  
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BALTIMORE

[umaryland.edu/umbrella/coaching-program](https://umaryland.edu/umbrella/coaching-program)



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