

# Women In Learning and Leadership

*Handbook 2022*



The College of New Jersey



## Overview

### History

The Women In Learning and Leadership (WILL) Program is a curricular and co-curricular, certificate-bearing program designed to provide leadership experience, encouragement, and opportunity for development of critical and analytical skills. The WILL Program provides active learning opportunities that empower women as leaders, fosters a deeper understanding of women's roles and contributions to society, and offers opportunities for women to investigate career and life choices. Inspired by the original WILL Program at the University of Richmond, founded in 1980, faculty and staff established the WILL Program at The College of New Jersey in 2000. Since its inception, the WILL Program at TCNJ has continued to find inspiration in successful leadership programming across the country while developing its own innovative programs for TCNJ WILL women and the larger community we serve.

### Mission & Vision

The WILL Program strives to foster a deeper understanding of gender and its intersections with race, culture, class, sexuality and other aspects of social identity. By connecting students with each other, and with a strong supportive network of faculty, staff, alumnae and community mentors, WILL students develop critical thinking, intellectual curiosity, problem-solving and leadership skills. In addition, WILL students participate in a variety of community engaged learning projects designed to promote positive participation in the local and global community. This program provides opportunities for women to explore career and life choices in multiple disciplines that enable them to excel and realize their full potential. Therefore, the WILL Program strives:

- ★ To encourage critical thinking, intellectual curiosity, and active learning opportunities which empower women as leaders, professionals, and engaged citizens during and after college
- ★ To promote support networks for women students in all fields, particularly those in which they have historically been under-represented
- ★ To foster a deeper understanding of women's diverse roles and contributions to society
- ★ To increase awareness of obstacles women have faced and continue to face, and to foster individual and collective strategies to address these issues
- ★ To cultivate skills for living and working with people of diverse backgrounds and opinions
- ★ To promote the self-esteem and self-confidence of its members.



The WILL Program fulfills its mission and enhances women's college experience through a three-pronged approach that connects the curricular and co-curricular: course work in Women's, Gender, and Sexuality Studies, gender-related programming outside of the classroom, and a student-run leadership development organization. Additionally, WILL students are provided with opportunities to attend national leadership training seminars, public-speaking workshops, conflict resolution/transformation workshops, and other forums designed to build and enhance leadership skills.

As an affirmation to Inclusive Excellence, WILL has opened its membership to the TCNJ Campus Community through its Student Organization. Membership in the WILL student organization remains a separate entity than that of a member in the WILL academic program. A student in the academic program is also required to actively participate in the WILL Student Organization. Membership qualifications will thus vary between the two entities. As of Fall 2020, Women In Learning and Leadership has created two tiers of membership within the organization:

- ★ **Academic Program Membership** – which encompasses all that of a General Body member in addition to completing the WILL Academic Program requirements and receiving access to certain funded opportunities, such as scholarships and travel awards. After completing the required five (5) WGSS courses, certification will be recorded on their transcripts.

# WILL Alums ... By the Numbers



## 283 Leaders

in diverse fields including business, medicine, education, law, and public service.



## 143 Degrees

including: MA, MS, PhD, MD, JD.



## 11+ Countries

including Nigeria, South Africa, Thailand, Canada, England, Vietnam, Ireland, and Colombia.

## Our Alumnae DESIGNATIONS

★ **PHI KAPPA PHI (PKP)**: Academic Honor Society founded in 1897 for all disciplines; [TCNJ chapter, 1979] ★ **PHI BETA KAPPA (PBK)**: Oldest Academic Honor Society founded in 1776 for excellence in Liberal Arts and Sciences, [TCNJ chapter, 2007]

*“WILL has opened my eyes to what it truly means to be a feminist and an activist. I learn about the inequality in my WGS classes and then I participate in social change to combat those inequalities during WILL events. In other words, I learn about a problem and then, in WILL, I do my best to solve the problem!”*

– Rebecca Conn

More info about our Alumnae can be found at <https://will.tcnj.edu/about/alumnae/>. Statements from our members can be found at <https://will.tcnj.edu/2016/03/01/statements-from-our-members/>.

## ADVISORY COUNCIL

The WILL Advisory Council is comprised of distinguished members of both The College of New Jersey faculty and the college's surrounding community. They are leaders in their fields and express personal dedication to women's issues.

NAME	TITLE
Liz J. Abzug	Ex. Officio, President and Co-founder of The Bella Abzug Leadership Institute (BALI)
Emily Bent	PhD, WILL alumna, Assistant Professor Pace University, Co-Chair The Working Group on Girls at The United Nations, Former Ex. Director Sage Girl
Sheree Butterfield	CPC, TCNJ alumna, Executive Coach Butterfield Associates
Debbie Compte	PhD, Professor Modern Languages
Jackie Cornell	WILL alumna, NJ Hospital Association Sr. Director of Federal Relations and Regulatory Affairs, Former Region II Director of Health and Human Services, Former State Director Obama for America- NJ; Founder and Director of the New Leaders Council of NJ (NLCNJ); Deputy Field Director, Obama for America- Pennsylvania,
Tammy L. Dieterich	Assistant Dean TCNJ School of Business
Leigh-Anne Francis	PhD, Professor, Women's, Gender, and Sexuality Studies, African American Studies
Kristen Hands Clark	WILL alumna, PhD Leadership Education, Rowan University, MPA Public Administration, Rutgers U ('07), Eastern University Professor, Philadelphia, Mastery Charter Elementary; Works at Haddonfield Public Schools
Kari Osmond	(TCNJ WILL '09) District Director for Congresswoman Bonnie Watson Coleman, NJ 12th Congressional District.
Ashley Reichelmann	WILL alumna, PhD Candidate Northeastern University- Sociology and Anthropology, MSC of Contemporary Identities, University of Bristol, UK ('09)



## WILL Curriculum

Students accepted into the WILL Academic Program are required to complete five (5) courses in Women's, Gender, and Sexuality Studies (essentially a minor), in addition to attending at least three (3) gender-related co-curricular programs each semester, and participating in the WILL student organization.

### Requirements for WILL

#### Five Courses

- WGS 200/Introduction to Women's, Gender, and Sexuality Studies (WILL section): An introductory level course that introduces students to the discipline. In the WILL section there is special emphasis on women and leadership.
- Gender in Global Perspectives (either 200 or 300 level)—A requirement that may be fulfilled by courses that examine feminist issues and theories in a global context. Choose one from the following:

WGS 222/HGS 210 Nonviolence and Peace Action

WGS 252/AAS 252 Gender, Race, and Cultural Production

WGS 271/WLC 271 Gender and Language

WGS 310/HIS324/HON337 Women in Eastern Europe

WGS 321/CMP 321 Gender and Disability: Literary Perspectives

WGS 327 European History Since 1780

WGS 360/LIT334 Literature by Latinas and Latin American Women

WGS 375 Transnational Feminisms

WGS 376/LIT316 Global Women Writers

WGS 377/Gender Politics of Development

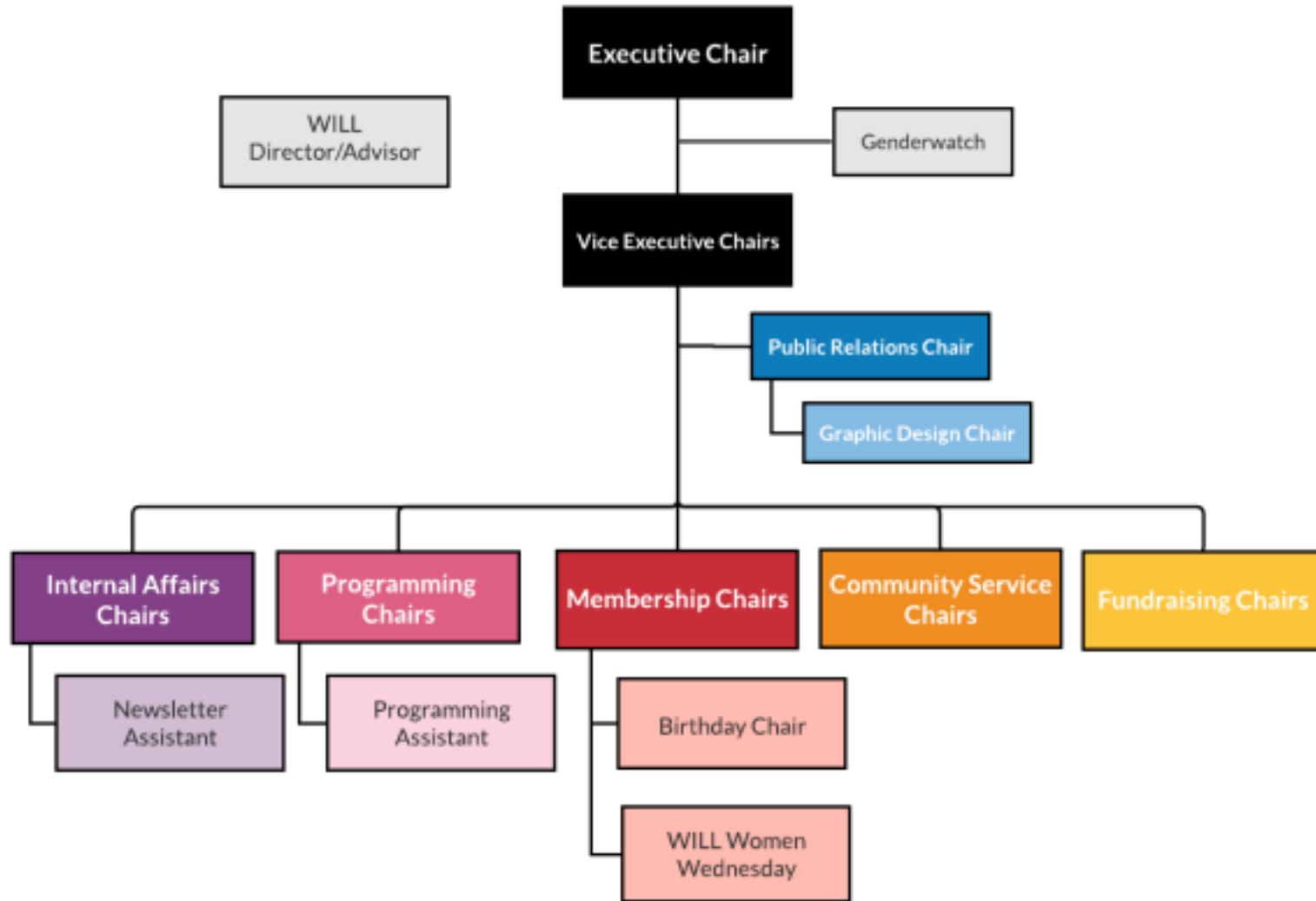
Women's, Gender, and Sexuality Studies-8 Undergraduate Bulletin 2022-2023

WGS 380/HON 338 Gender and Democracy

SOC 303/Women in World Perspectives

- WGS 325/Feminist Theories OR WGS 365 Black Feminist Thought
- WGS 398/Feminism in the Workplace: Field Study in Women's, Gender, and Sexuality Studies
- WGS 498 Senior Seminar: Methods and Theory or WGS 499 Women's Leadership and Social Change (Either can count as Senior)

# Student Organization Organizational Layout



**Executive Board**

The Executive Chair calls to order all Executive Board and General Body meetings. They monitor all official WILL communications, liaise with the WILL Academic Program Director, oversee all major aspects of the organization, and assist chairs with implementing their initiatives.

### **Vice Executive Chairs**

The Vice Executive Chairs preside over the organization in the absence of the Executive Chair and perform duties as delegated by the Executive Chair. They are charged with engaging in external outreach to the campus community by overseeing co-sponsorships / collaborations, and they assist the Executive Board in implementing their initiatives.

### **Internal Affairs Chairs**

The Internal Affairs Chairs are in charge of day-to-day communication with members. They maintain records of attendance at WILL events, functions, and committee meetings and take minutes during them. They function as the historians of the WILL Program.

### **Programming Chairs**

The Programming Chairs are responsible for planning campus-wide events spreading the mission of WILL and ensuring that it is accessible to all community members. They also maintain correspondence with other TCNJ-affiliated student organizations.

### **Membership Chairs**

The Membership Chairs invest in membership bonding and plan events that are exclusive for members. They manage peer mentoring through mentor-mentee pairings and organize activities for the TCNJ Open Houses and Spring Day.

### **Community Service Chairs**

The Community Service Chairs host service projects and events for members to engage with the greater TCNJ and the local community. They also maintain correspondence with service project leaders and are in charge of maintaining Trenton–Ewing relations.

### **Finance Chair**

The Finance Chairs are charged with handling all financial transactions concerning the organization. They serve as a liaison to the Student Finance Board and attend to financial matters as deemed necessary by the Executive Board. Moreover, they plan and host fundraising events for the general body organization.

### **Genderwatch Chair**

The Genderwatch Chair is charged with sending written communications to the General Body about campus events that relate to the mission of WILL. They enforce the 3 gender events requirement by having a stake in the proceedings of the Probationary Board.

## **Associate Board**



The Programming Assistant(s) assist the Programming Chairs with the planning and execution of campus-wide events. They contribute to the collection of event materials, publicity, and outreach.

### **Public Relations Chair**

The Public Relations Chair maintains the social media presence of the organization. They are informally charged with running the Public Relations Team, which oversees all WILL media outlets and ensures uniformity in the branding of the organization.

### **Newsletter Chair**

The Newsletter Chair assists the Internal Affairs Committee Chairs in the layout and production of the monthly newsletter and contributes with their own material.

### **Graphic Design Chair**

The Graphic Design Chair produces and designs digital media, like flyers and social media posts, for the Executive Board and General Body.

## **General Body Agenda**

The student organization meets on a biweekly basis for an hour. These meetings are **mandatory** for all members to attend in its entirety.

### **I. Call to Order**

The Executive Chair will call the meeting to order as members are signing in and taking a seat.

### **II. Guest Presentation / Internal Development**

Oftentimes, a guest speaker will attend the meeting for a specific purpose (i.e., other student organizations) or the Executive Board would host an internal development workshop with its membership.

### **III. Chair Reports**

The Executive Board members provide an update for their activities during the week as well as an update on the programs and projects being worked on by their committee members. The Associate Board members also provide an update on their work/initiatives.

### **IV. Feminist Forum**

The Internal Affairs Chairs research and present videos pertaining to the mission of WILL. Members then breakout into groups for intimate discussion, and recollect to discuss how they found the materials to be items that all students should have to consider, regardless of major.

### **V. Committee Meetings**

The Executive Board members call to order their committee and the General Body breaks out into sessions once more to discuss committee assignments

### **VI. Shameless Plugs / Adjournment**

The Executive Chair will reconvene the General Body and hear any announcements about campus affairs (called “Shameless Plugs”) and then adjourn the meeting.

## **MEMBER EXPECTATIONS**

All General Body Members are expected to do the following to stay as an Active Member of the organization:

Attend General Body meetings

Submit excused absences to [will@tcnj.edu](mailto:will@tcnj.edu)/ [semester excuse form](#)

Serve on an internal committee

Attend three (3) gender events each semester

In addition, an Academic Program Member is expected to do the following:

Attend WILL Induction in the Fall

Attend WILL Graduation in the Spring

Attend Academic Program Workshops

Complete the WILL Minor (5 courses – see WILL Curriculum section)

### **Attendance Policy**

In the case of an absence to a General Body meeting, members must email [will@tcnj.edu](mailto:will@tcnj.edu) within twenty-four (24) hours of the meeting. Members can swap out their attendance at General Body meetings by doing one of the following:

- ★ They are excused from two General Body meetings, apart from the one excused absence, if they attend up to two additional gender events on top of the three gender events requirement.
- ★ They are excused from one General Body meeting and gender event if they contribute to the Internal Affairs newsletter

## **Probationary Board**

Each committee holds equal power and the Probationary Board oversees the committees to ensure that their objectives reflect WILL's mission statement. The Probationary Board is comprised of the Executive Chair, Internal Affairs Chairs, and Genderwatch Chair. In the event that a WILL member is not fulfilling the requirements for membership, the Probationary Board would be responsible for addressing the situation through the guidelines established in the WILL Membership Reevaluation Policy. Probationary Board members also formally represent WILL at campus functions. These members are required to attend all meetings.

In the event that a WILL member does not meet expectations after one semester, they are placed into Probation and notified with a letter from the Probationary Board and WILL Advisor, encouraging them to recommit to the WILL program. The following is the process the member takes if they accept to continue in the program:

I. **Fall Meeting** – With the WILL Advisor and/or Probationary Board members, the WILL member signs a letter of interest committing to meet membership requirements and generate a personal plan of action for the semester. II. **Mid-term Evaluation** – The WILL member updates the Probationary Board of their standing in the organization thus far. III. **December Meeting** – If the WILL member fulfills all membership requirements, Membership Reevaluation will be ended. If the WILL member does not fulfill all membership requirements, they will be asked to meet with the WILL Advisor, who holds the authority to determine their status in the organization.

## Frequently Asked Questions (FAQs)

### 1. What is Women In Learning and Leadership?

Women In Learning and Leadership (WILL) is a curricular and co-curricular, certificate-bearing program designed to provide leadership experience, encouragement, and opportunity for development of critical and analytical skills. WILL provides active learning opportunities that empower women as leaders, fosters a deeper understanding of women's roles and contributions to society, and offers opportunities for women to investigate career and life choices.

### 2. Why become a member?

Women In Learning and Leadership provides women with a community of empowered, like-minded women that create a support system for each other. WILL also provides members with many unique opportunities ranging from leadership based conferences to other learning opportunities, both inside and outside the classroom.

### 3. Can I be in the Honors program and in Women in Learning and Leadership?

Yes, we encourage our members to be involved in many different aspects and programs on campus.

### 4. What are the requirements?

There are both membership requirements and academic requirements:

- ★ Members are required to go to meetings every other week throughout the semester and also attend a minimum number of three (3) on-campus events related to the goals and objectives of WILL. These "Gender Events" are sent out weekly by the Genderwatch Chair.
- ★ All members must either complete a Women's, Gender, and Sexuality Studies major or minor. Minor requirements include five pre-selected WGS classes that cover many liberal learning requirements all TCNJ majors must fulfill before graduation.

### 5. Can I become a member after my freshman year?

Yes. It is encouraged that all women and female-identifying students apply before their freshman year so that they can enter TCNJ as Women In Learning and Leadership students, but mid-semester applications are always welcomed!

### 6. Is WILL on my transcript?

Yes. WILL is a certificate-bearing program. Students are tracked by Records and Registration throughout their tenure as WILL students certifying successful completion of the program.

## Contact Information

EXECUTIVE BOARD			
WGSS Professor & WILL Program Director	Cecilia Coleth	<a href="mailto:colbeth@tcnj.edu">colbeth@tcnj.edu</a>	267-210-7474 or x 2178
Executive Chair	Noelle Halikman	<a href="mailto:halikmn1@tcnj.edu">halikmn1@tcnj.edu</a>	267-423-2523
Vice Executive Co-Chairs	Diamond Urey	<a href="mailto:Ureyd1@tcnj.edu">Ureyd1@tcnj.edu</a>	
	Gilisa Floyd	<a href="mailto:Floydg1@tcnj.edu">Floydg1@tcnj.edu</a>	
Programming Co-Chairs	Joelle DuFault	<a href="mailto:dufaulj1@tcnj.edu">dufaulj1@tcnj.edu</a>	609-827-1883
	Jennifer Castro	<a href="mailto:castroj2@tcnj.edu">castroj2@tcnj.edu</a>	862-200-1267
Membership Co-Chairs	Sierra D'intino	<a href="mailto:dintins1@tcnj.edu">dintins1@tcnj.edu</a>	856-536-0558
	Hiya Dogiparthi	<a href="mailto:dogipah1@tcnj.edu">dogipah1@tcnj.edu</a>	732-332-8145
Finance Co-Chairs	Ashley Herrera	<a href="mailto:herrera4@tcnj.edu">herrera4@tcnj.edu</a>	732-520-0633
	Grace Sullivan	<a href="mailto:sullivg4@tcnj.edu">sullivg4@tcnj.edu</a>	201-390-8937
Community Service Co-Chairs	Evangelina Santos	<a href="mailto:santose2@tcnj.edu">santose2@tcnj.edu</a>	856-761-2006
	Gianna Maldonado	<a href="mailto:maldong2@tcnj.edu">maldong2@tcnj.edu</a>	856-580-7511
Internal Affairs Co-Chairs	Amy Fullington	<a href="mailto:fullina1@tcnj.edu">fullina1@tcnj.edu</a>	732-998-1954
	Rachel Guloy	<a href="mailto:guloyr1@tcnj.edu">guloyr1@tcnj.edu</a>	267-397-6365
Genderwatch Chair	Chloe Popowich	<a href="mailto:popowic1@tcnj.edu">popowic1@tcnj.edu</a>	551-444-9051

**ASSOCIATE BOARD**

Newsletter Assistant Chair			
Graphic Design Chair			
Public Relations Chair			
Programming Assistants (2)			
<b>WGSS DEPARTMENT</b>			
WGSS Chair & Professor	Dr. Marla Jaksch	<a href="mailto:jakschm@tcnj.edu">jakschm@tcnj.edu</a>	X 2722
WGSS Associate Professor	Dr. Zakiya Adair	<a href="mailto:adairz@tcnj.edu">adairz@tcnj.edu</a>	X 2794
AAS / WGSS Associate Professor	Dr. Leigh-Anne Francis	<a href="mailto:francisl@tcnj.edu">francisl@tcnj.edu</a>	X 2955
WGSS Professor	Dr. Janet Gray	<a href="mailto:gray@tcnj.edu">gray@tcnj.edu</a>	X 2163
WGSS Professor	Dr. Deborah Hutton	<a href="mailto:dhutton@tcnj.edu">dhutton@tcnj.edu</a>	
WGSS Assistant Professor	Dr. Alma Khasawnih	<a href="mailto:khasawna@tcnj.edu">khasawna@tcnj.edu</a>	X 3361
WGSS Associate Professor	Dr. Nelson Rodriguez	<a href="mailto:nrodrigu@tcnj.edu">nrodrigu@tcnj.edu</a>	X 2379