



ASPIRING WOMEN: THE MI ACE NETWORK COLLABORATION TO LIFT WOMEN HIGHER

Shadow Program Committee

Dr. Marlene Kowalski- Braun, Grand Valley State University, Co- Chair

Dr. Malia Roberts, Western Michigan University, Co- Chair

Dr. Chris Benson, Madonna University

Dr. Tonya Forbes, Kellogg Community College

Ms. Ashley Jefferson, Grand Valley State University

Dr. Carmeda Stokes, University of Michigan





Purpose of the Session



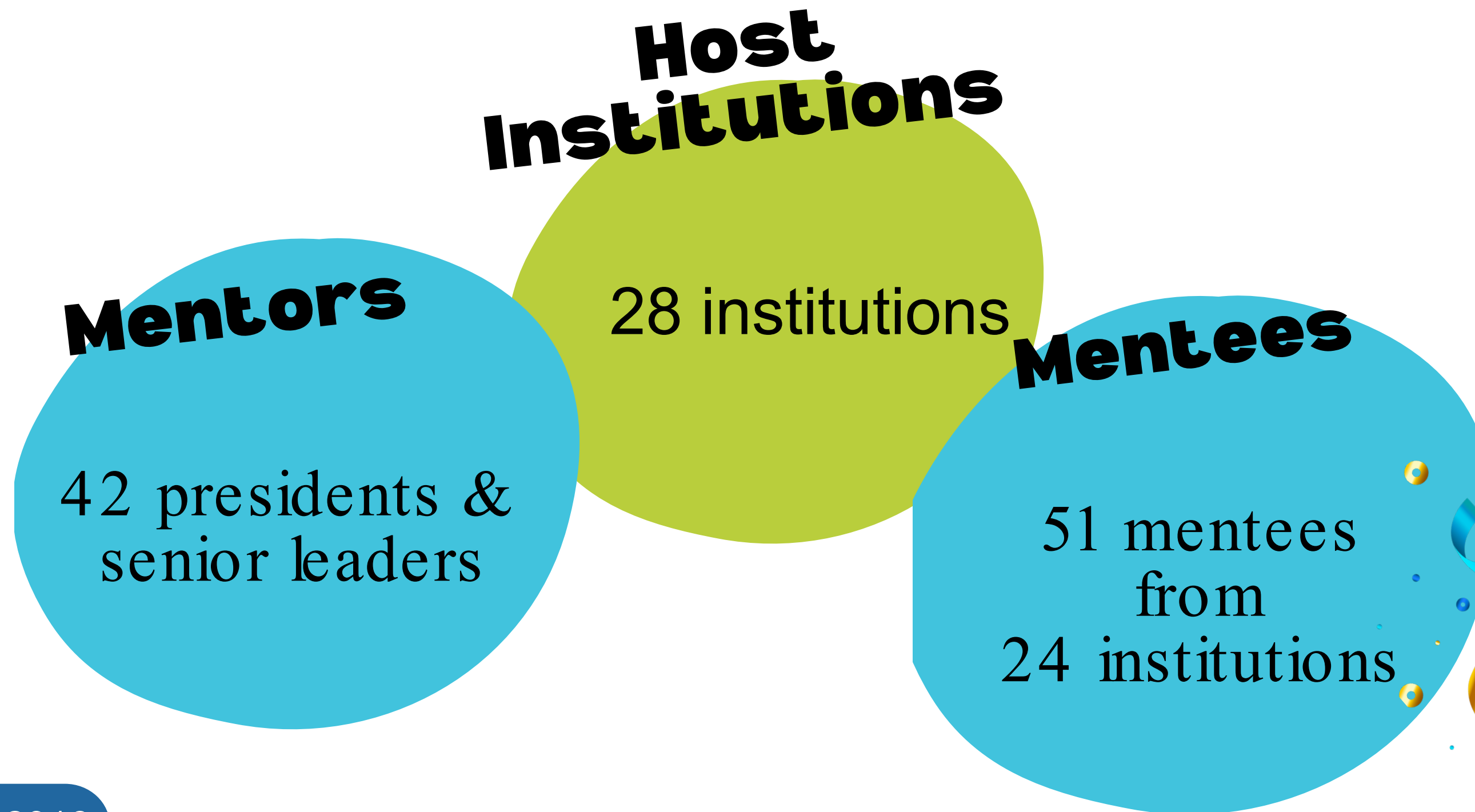
Celebrate
10 years of
mentorship

Review the
program
framework

Share
participants'
insights

Allow Q&A
& further
reflections

WITH DEEP APPRECIATION FOR OUR PARTICIPANTS OVER THE YEARS

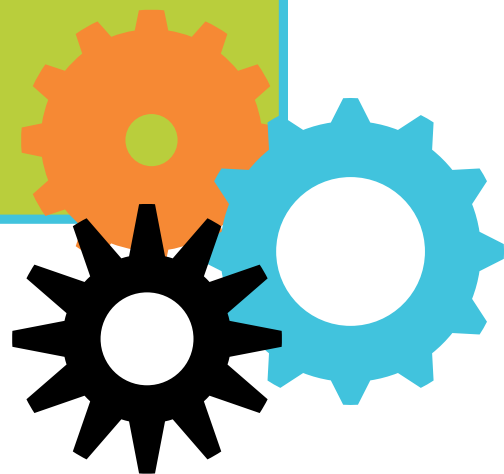


PROGRAM STRUCTURE

COMPONENTS FOR SUCCESS

- MI ACE Board support
- Clearly delineated roles & responsibilities
- Defined timelines, communications, & processes

- Focuses on mid level women aspiring toward senior-level leadership
- Provides personalized experiential learning (i.e., mentoring, reading, observation, informational interviews, project work, etc.)
- Utilizes best practices
- Elevates equity outcomes through personal, institutional & statewide lenses





PERSONAL GROWTH:

The mentor–mentee relationship has influenced my leadership most in how I think about access, trust, and intentional development. Being invited into spaces where senior leaders are thinking through complex decisions has made visible not just what leadership looks like, but how it is practiced in real time. That level of transparency has reinforced for me the importance of creating similar opportunities for others, particularly emerging leaders who may not otherwise have visibility into those processes.



CAREER AND LEADERSHIP IMPACT:

Participating in the MI ACE Senior Level Job Shadow Program provided me with a clear sense of direction on where I wanted to head in my career. It gave me tremendous insight into the inner workings of executive administration that has been helpful as I engage with Cabinet members on my own campus. I was exposed to a leadership style different than my own which I was able to use to add more strategies to my repertoire in order to be more effective with different types of individuals.



MENTOR/MENTEE RELATIONSHIP:

The Mentor-mentee relationship gave me a trusted space to think strategically, test ideas, and reflect honestly on my growth areas—especially around navigating organizational politics, networking, and self-promotion aligned with my values. Having a mentor who served as a sounding board and thought partner helped me become more intentional about relationship-building and more confident navigating conversations with senior leaders.



CAREER & LEADERSHIP IMPACT:

The program helped with clarifying what senior leadership work actually requires and what experiences I may need to pursue next to be competitive and effective. I learned there is no single “right” pathway, but consistent preparation through varied experiences—so my leadership decisions now include seeking cross-functional opportunities that broaden my understanding of institutional operations, while intentionally strengthening my professional brand and network.



Expectations



MENTORS

- Hosts come from institutional members of the MI ACE Network
- The host institution designates a primary senior leader to serve as mentor
- The mentor works with the mentee to co-design 150 hours of meaningful learning (on- or off- site project work)
- The mentor completes final evaluation indicating if the mentee completed the hours

MENTEES

- Co- design the leadership development experience with mentor for 150 hours
- Honor confidentiality
- Participate in monthly mentee virtual meetings
- Present at the annual MI ACE conference
- Complete a learning contract, midyear reflection, & closing evaluation of the program
- Earn a \$500 stipend

How to Apply

Timeline

- 1 Identify the top 4 position areas of interest for your primary job shadowing experience (also include institution type).
- 2 List the ways this program might assist you in your career
- 3 Share what you hope to learn from the experience
- 4 Outline long term goals & how this experience might assist you in achieving these goals
- 5 Describe a recent leadership experience in which you participated, including your contributions & what you learned.

- May - Institutions/Mentors confirmed
- June - Program PR & applications sent out
- July - Applications due
- August - Mentees selected & confirmed
- September - Virtual orientation (mentee & mentor)
- October - Learning contracts due

- January - Midyear check - in due (mentee)
- May - Expectation reviews due (mentor) & year - end reviews due (mentee)
- June - Mentees present at MI ACE Annual Conference



LEADERSHIP IDENTITY DEVELOPMENT

Build
Self-confidence

Foster
Individual
Development

Uplift
Others

Permission
for
Reflection

Created Space

- Focus, reflect on leadership, professional goals
- Engage in honest conversations, show vulnerability
- Open exchange between mentor and mentee
- Mentee cohort meetings

Broadened View of Leadership

- Strengthened self confidence
- Access to learning opportunities
- Leadership as a process, harness intersectionality
- Importance of authentic selves, validation as individuals, leaders

Gained Greater Purpose

- Awareness of responsibility to develop others
- Renewed sense of commitment to encourage others
- Desire to foster connections, engage with others
- Cultivate a pipeline of future female talent
- Service to others through formal opportunities



2025-26 Cohort



Dr. Cathy Meyer Looze
Grand Valley
State University

Doreen Tinajero
University of Michigan

Dr. Kellyn Mackerl-Cooper
University of
Michigan

Dr. LaToya Mason
Lake Michigan College

Dr. Meagan Treadway
Grand Valley
State University

Dr. Tynisha McGee
Wayne County Com.
College District

Dr. Tonya Forbes
VP, Instruction
Kellogg Community
College

Dr. Christopher
Dougherty
President
Madonna University

Dr. Jenny Hall Jones
VP, Student Affairs
Grand Valley State
University

Dr. Nerita Hughes
President
Bay De Noc
Community College

Dr. Kevin Guskiewicz
President
Michigan State
University

Dr. Steven Corey
President
University of Olivet



THANK
YOU! *

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