PATH TO EXCELLENCE

A WOMAN'S GUIDE TO BUSINESS

JANUARY 2018



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Cover photo: From left, lobbyists Hannah Powers Garagiola, Barbara Marx Brocato, Lisa Harris Jones, Delora Sanchez and Erin A. Appel in the Maryland State House. Photo by Maximilian Franz/The Daily Record.

LETTER FROM THE PUBLISHER

The start of the legislative session in Annapolis is a perfect time to examine how women are taking more prominent roles than ever before in the world of Maryland politics and governance. This month's Path to Excellence takes a look at Maryland's women political leaders and others who are making their mark in Annapolis and in state politics.

The six women in Gov. Larry Hogan's Cabinet are responsible for vital areas of governance that affect all of us - labor and employ-

ment, education, social service programs and military affairs, among others. You can meet these women and learn about their unique backgrounds and key priorities.

Women lawmakers are playing an increasingly significant role in the Senate and House of Delegates, overseeing key committees and serving on leadership teams. The four lawmakers we interviewed for this issue - Sens. Katherine Klausmeier and Cheryl Kagan and Dels. Anne Healey and Joseline Peña-Melnyk -- discuss the myriad ways women legislators are shaping what becomes law.

Our cover story takes a behind-the-scenes look at women who rarely make the headlines or TV news but who are profoundly important to the legislative process - lobbyists. We talked to six lobbyists who represent virtually every sector of our economy - nonprofits, major corporations, local governments, colleges, hospitals and small businesses. Their perspectives on Annapolis and on the roles women are playing in the process are fascinating.



Suzanne E. Fischer-Huettner Publisher, The Daily Record

Elsewhere in this month's issue: Baltimore Mayor Catherine Pugh shares what's in the purse of the chief executive of Maryland's largest city; Melwood CEO Cari DeSantis answers our What Was Your Path Q&A; and Towson University grad Jennifer Riggs Driban details what drew her to the world of politics.

This year we are increasing the frequency with which we publish Path to Excellence. We're offering six issues of Path in 2018, with networking events across Mary-

land for successful women to gather and meet.

The Hotel Indigo in Baltimore is hosting our networking event on Jan. 18 - too late to make this edition's deadline. But we'll have photos and an update on this event in The Daily Record later this month. We're also working out the details of our March networking event; please go to thedailyrecord.com/path-to-excellence/ calendar/ for the details.

Until then, we hope you continue to share your news and story ideas with us. Our next issue of Path to Excellence will be published in March, and we'll have the latest legal, business and governments news on our website, The DailvRecord.com.

If you have suggestions for what you'd like to see in Path to Excellence, drop me a line at SHuettner@TheDailyRecord.com. I look forward to hearing from you.

Suzanne E. Fischer-Huettner

Ascher Auethrer

TECH

MARIE ELIZABETH LOBAUGH

Executive Assistant Wells Fargo Treasury Management Instagram: @relolo22

Linkedin: www.linkedin.com/in/marie-lobaugh-63291088

As an executive assistant in a fast-paced office environment I'm constantly changing directions and handling an array of tasks from expenses, scheduling meetings, running calls, and travel arrangements, to name a few. I used to keep a paper notebook and take notes on items that I needed to follow up on or complete, but Microsoft OneNote has become my go-to for note taking and managing my big to-do list.

If you're not familiar with Microsoft OneNote, it's basically an electronic notebook. OneNote allows you to create multiple sections (tabs) and pages in each of those sections for note taking. One of my favorite features of OneNote is that it allows you to share pages with other OneNote users so that you can collaborate on a particular topic but keep notes on one page. It eliminates sending numerous emails and acts as single collection site for information.

A few of my other favorite features of OneNote that keep me organized include:

The integration with Microsoft Outlook -- ability to email an entire page from OneNote or copy and email into a notebook;

Printing to OneNote via a virtual printer;

The ability to insert files, pictures, and screenshots on pages to can keep everything together;

OneNote's search feature allows you to search through open notebooks because, let's face it, if you're like me at one point or another you will forget where you stored information/files.

The transition to using OneNote for me wasn't easy, as I'd been using a paper notebook for

point I was using both paper OneNote and because I just couldn't let go, but I'm more organized and my productivity has increased with using OneNote.



March

The Daily Record's Women's Leadership Summit will convene Top 100 Women, Leading Women and other women professionals to discuss important topics facing women in business today. Go to thedailyrecord.com/womens-

leadership-summit/ for details. http://thedailvrecord.com/ top-100-women/nominate/

Monday, April 23

Top 100 Women Awards Reception and Networking Event The Joseph Meyerhoff Symphony Hall

1212 Cathedral St., Baltimore,

May

Our networking events are held six times a year in 2018 in different counties across the state. Visit thedailyrecord.com/ path-to-excellence/calendar/ for details of our May event at Towson University.

► FEATURED IN THIS MONTH'S PATH TO EXCELLENCE



Ten women featured in this month's issue are Top 100 Women honorees and three are a Leading Women honoree.



Carol Beatty



Jennifer Bevan-Dangel



Barbara Marx Brocato



Anne Healey



Lisa Harris Jones



Garagiola



Katherine Klausmeier



Catherine Pugh



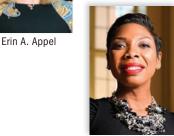
Cari DeSantis



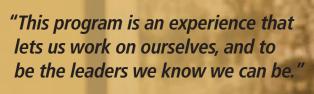
Cheryl Kagan



Joseline Peña-Melnyk



Delora Sanchez



Kristie Snedeker,

Director of Clinical Operations, UMMC Shock Trauma Center.

Towson University Professional Leadership Program for Women, Class of '15

PREPARING THE LEADERS OF TODAY AND TOMORROW

For more information on the Professional Leadership Program for Women, please visit:

www.towson.edu/womensleadership facebook.com/TUWomensLeadership





WHAT'S IN YOUR PURSE?



Catherine Pugh

Mayor City of Baltimore

hen you're the mayor of Baltimore, you need to compartmentalize. After all, one minute you're dealing with real estate development issues, the next with taxes, or broken water mains or the marathon or the school system or the news media.

You get the idea.

So it's no surprise that Mayor Catherine Pugh's purse reflects this sense of compartmentalization, thanks in part to a suggestion from Baltimore City Comptroller Joan Pratt.

"Joan Pratt looked at my pocketbook one day and said, 'you need to be a little more organized ... and I've got just the solution," Pugh recalls.

The solution was the "bag inside the bag," an organizer that allows her to do exactly that.

"This is so you don't have to change bags all the time," Pugh adds.

Her purse also reflects the need for dealing with the public and for running from meeting to public event, whether it is a neighborhood gathering, a business leaders' conference or a youth celebration.

It's not like Pugh is new to this.

Before she became mayor, she was a state senator, a member of the House of Delegates and a city councilwoman. She has served on numerous boards, has been the catalyst for such endeavors as the Baltimore Design School and the Baltimore Marathon and ran her own successful marketing and public relations firm.

The contents of her purse need to be pragmatic and useful as well as in keeping with her own sense of style. As the face of the city, Pugh also has to always be fresh and presentable. Looking anything else is not an option.

But she also has to travel light. Lugging the contents of an office around, or a wardrobe, also is not an option.

So here's what's inside her Chanel bag.

In each issue of Path to Excellence, we ask a successful woman, "What's in your purse?"



THE PURSE

- 1. Comb.
- 2. Organizer. "It's a bag inside a bag."
- 3. Wallet. "It's Danielle Nicole. I got that locally."
- 4. Leather gloves.
- 5. Toothpaste and toothbrush.
- 6. Two cell phones. "One's personal, one's city."
- 7. Truvia sweetener. "My go-to sweetener. Just in case."
- 8. Nail trimmers. "Can't have nails looking bad."
- 9. Earrings. "Always keep a pair, an extra set of earrings."
- 10. Pocket Sudoku. "I keep in here just in case I'm traveling."
- 11."A little bit of change."
- 12. Hue stockings.
- 13. Keychain.
- 14. City of Baltimore pin. "I always keep a Baltimore pin just in case I run into somebody who deserves it."
- 15. Cell phone charger.
- 16. Favorite perfume "Beautifully Chaste by Christella."
- 17.Lip gloss: strawberry opal and strawberry topaz.

Maryland's women legislators aim to make their mark

By Gina Gallucci-White Special to The Daily Record

Photo by Maximilian Franz

In the Maryland General Assembly, there are 17 female state senators (nine Democrats and two Republicans) out of 47 seats. The number grows even larger when looking at the state's House of Delegates, where out of 141 spots, women hold more than 40 seats.

Path to Excellence reached out to several area women legislators to get their take on what sparked their interest in politics and their goals for this year's session. We also asked what they believe to be the role and impact of women legislators.

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Sen. Cheryl Kagan

Democrat
District 17 Montgomery County

There is a single-minded focus by many voters on electing more women

Maryland Sen. Cheryl Kagan planned to go into foreign languages while studying at Vassar College, yet during her freshman year she took a course in American politics that changed her life. She went into the class thinking she was a moderate because she was passionate about peace, freedom, justice, equality and a clean environment. She discovered her beliefs made her liberal. "I decided if I was a liberal that I should put my time and energy into making a difference," she said.

Taking a bus to DuPoint Circle, she walked in off the street and joined Ted Kennedy's 1980 presidential campaign and got bitten by the political bug. "I found that I could work with really smart people who were passionate about making a difference," she recalls. "That I could work on interesting issues and have a voice on behalf of those who did not have one."

Kagan, who has been a member of the State Senate since 2015, has a number of priorities for the upcoming session including advancing 911 service, bolstering nonprofits and bal-

ancing transparency and privacy. "I have a very ambitious and varied legislative agenda for this year," she said. "It will be very exciting."

She believes having women in the General Assembly is important. "I think everyone needs a voice," she said. "We are supposed to be a representative legislature and just as corporate boardrooms are more effective when they reflect their audience -- their customers -- we are more effective when we are ethnically diverse, when we have diverse backgrounds in profession and life experiences; when we are different ages, speak different languages and obviously are of both genders."

Citing Hillary Clinton's loss in the 2016 presidential campaign, the #MeToo movement and the outrage some feel based on actions taken at the national level, Kagan said, "There is a single-minded focus by many voters on electing more women. Women candidates are popping up and deciding to run for office for the first time. They are taking a risk and they are speaking out and they are supporting women candidates and that can't help but make a difference. We saw it in Virginia. We saw it in Alabama. People are angry. They are concerned and they are ready to jump in themselves and not just talk about it from the sidelines and I think that is very exciting."

Offeel like of represent everyone, but women need a louder voice, of believe you are going to hear a louder voice this year

As a member of the Commission on the Commemoration of the 100th anniversary of the Passage of the 19th Amendment to the U.S. Constitution, Maryland Sen. Katherine Klausmeier is excited about the work the group is doing. They have placed a placard on U.S. Route 1 in Overlea and plan another in Prince George's County to celebrate women getting the right to vote in 1920. "We are working very fervently on that," she said.

A member of the state Senate since 2003 and named deputy majority leader in 2015, Klausmeier said women legislators can be influential in all areas. Heading into a new General Assembly session, her priorities are on jobs – She will focus on apprenticeships and job creation — and preventive measures dealing with the opioid and heroin crisis.

Klausmeier first entered the political world when her children were in grade school. She became PTA president and worked with elected officials, parents and area business leaders to get a new school built because of overcrowding. She would go on to the Commission for Women in Baltimore County and later serve eight years in the House of Delegates representing constituents in District 8, which includes parts of Baltimore city and Baltimore County.

Having women legislators gives a good balance and shows a full picture of who they represent, Klausmeier said. "I feel like I represent everyone, but women need a louder voice," she said. "I believe you are going to hear a louder voice this year."



It's important for women legislators to be involved in major issues, such as taxes, budgets and transportation, and not just what are traditionally considered to be women's issues



When asked what are areas of influence for women legislators, Del. Anne Healey said she believes it is more important for women in politics and those elected to office to not just be a voice in traditional women's issues. "I think it is important for women to focus on all the major issues," such as the budget, taxes, public safety and transportation, she said.

Healey noted a diverse legislature reflects the population of the state because "we are a citizen legislature and we all bring different perspectives and when all those perspectives are brought to bear and everyone gets to discuss them, you get a better product that really benefits the entire community. ... I think it is important for there to be a large number of women in legislature."

Growing up in Scranton, Pennsylvania, Healey remembers when then-Sen. John F. Kennedy came to town in 1960 during his presidential campaign. Her family waited for him to arrive and her mother shook his hand.

A former newspaper reporter and editor, Healey entered politics when she took over her husband's seat on the Hyattsville City Council when he had to resign because of military commitments. "I wanted to get involved," she said. "I wanted to help my own community. Part of getting involved is just finding out what your own personal community is involved in."

Heading into the 2018 General Assem-

bly session, Healey said her main priority is the Baltimore-Washington Maglev train project. A significant portion of the proposed route will go through her district and many of her constituents are concerned. She plans to introduce a bill addressing issues pertaining to eminent domain.

This upcoming session, Del. Joseline Peña-Melnyk is hopeful the Rape Survivor Family Protection Act will pass. Currently, if a woman becomes pregnant through rape, she must have permission from the attacker to give the child up for adoption. Also, if she decides to keep the child, the attacker may go to court to negotiate custody and visitation.

Legislators have tried to pass the bill for a decade eliminating parental rights for a mother or father who conceived the child through non-consensual intercourse. Last year, the legislation didn't make it out of an all-male conference committee on Sine Die. "If we (women) were at that table, we would bring a different perspective," she said.

When discussing the importance of women legislators, Peña-Melnyk said it is important to have a diverse body when creating policy and composing and passing bills. "It is good to have different perspectives and the voice of a woman is very important," she said. "We are different from men. We think different from a man. We have a different perception that men do not bring. It would be a shame to not have us in the room. It is a missed opportunity. I think you are richer when you are diverse and you are inclusive."

Born in the Dominican Republic and immigrating to the United States when she was 8, she was the first member of her family to graduate college and

law school. She got involved in her community after having three children. "(Being a delegate) is supposed be a part-



time job," she noted. "I do this seven days a week." Her main priority for this upcoming session is helping to stabilize the health care insurance market.

One of Del. Toseline Peña-Melnyk top priorities for the session is passage of legislation stripping parental rights from rapists

HOW WOMEN LOBBYISTS

in Annapolis are making their voices heard

By Gina Gallucci-White Special to The Daily Record

As the 2018 session of the Maryland General Assembly is set to start this month, Path to Excellence interviewed several prominent women lobbyists on a wide variety of topics. We asked about their professional journey toward becoming a lobbyist and also touched on broader topics, such as how women lobbyists are influencing the public policy debate and are carving out a larger role in their field. Here are their stories.

> Hannah Powers Garagiola Director of Government Relations

Alexander & Cleaver

Hannah Powers Garagiola has always had an interest in politics. "My parents were political and still are," she said. "My grandfather was an elected official. I just liked it. I felt really comfortable talking about politics." Her first job after graduating

with a bachelor's degree in political science from St. Mary's College of Maryland was working on a political campaign. "I loved it," she recalled. "I liked how fast-paced it was."

She would go on to work for six-and-a-half years for Senate Senate President Mike Miller, where she was able to better understand the institutional knowledge of government. Her "natural next step" was to take that experience and move into a lobbying role.

This year marks a decade with Alexander & Cleaver, where

Solving clients' problems lies at the heart of what a lobbyist does.

— Hannah Powers Garagiola

she is director of government relations. "It's fun to work on issues and solve problems," Garagiola said. "That is usually what we are doing -- solving our clients' problems that they are having in government or making their life a little more easier to do business in the state."

Garagiola says that women in the field of lobbying is now in the norm rather than the exception. "Probably 25 years ago, it was definitely the exception but because of some brave trailblazers out there, it's very accepted and part of the culture here to be lobbied by both men and women," she said. "I think the female perspective on business issues or certain nonprofit issues is really valued by lawmakers that are trying to do the right thing and make important critical decisions."

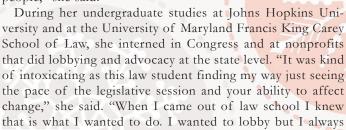
Garagiola's clients have included Lockheed Martin Corp., Girl Scouts of Central Maryland, Distilled Spirits Council of the U.S., Kennedy Krieger Institute, Verizon Maryland and Utility Scale Solar Energy Coalition.

Jennifer Bevan-Dangel **Executive Director**

Advocates for Children and Youth

Jennifer an-Dangel always been passionate about advocating for reform. "I love the fact that at the state level you can be heard and you can really have a direct im-

pact that will still affect so many people," she said.



wanted to work for a nonprofit. It has always been important to me, the mission behind my lobbying in the state."

After spending four years at 1000 Friends of Maryland and five years as Common Cause Maryland's executive director, Bevan-Dangel left in December to go to Advocates for Children and Youth. She considers her guiding light to be making a better Maryland for her kids and the generations to come.

Bevan-Dangel said she believes women bring their own perspectives and styles to building relationships. "In a (political) process that is so relationship driven, women tend to be very collaborative, to be problem solvers and I think that is a skill that can translate when you are lobbying in a lot of positive ways," she said. "Seeing some of the lobbying compatriots who come at it from, 'I'm going to win, I'm going to win this bill, I'm going to win this debate.' Usually when you are making policy, there shouldn't be a winner and a loser. There should be all sides being heard."

I wanted to lobby but I always wanted to work for a nonprofit.



Erin A. Appel
Senior
Government
Relations
Associate
Capitol
Strategies LLC

A political science major at the University of Maryland, Baltimore County,

Erin A. Appel had every intention of following in her father's

business-law-attorney footsteps. During her senior year, however, she got the opportunity to intern for a member of the House of Delegates during a General Assembly session. "I just fell in love with (politics)," she said. "I found it incredibly fascinating. I liked the fact that there were so many different types of issues being examined and discussed on a daily basis down here during a given session. I just decided it was where I wanted to be."

Working by day in Annapolis, she earned her Juris Doctor from the University of Maryland School Francis King Carey School of Law by night. Mainly working in the lobbying world since graduation, she has been a senior government relations associate for Capitol Strategies LLC since 2007. "The thing I love most about this job is you can achieve such tangible results," she said. "That is really rewarding. I love developing

and implementing a game plan to go after results or a goal on behalf of a client and then getting to that end and actually having the regulations or actual statute changed for your client is incredibly rewarding."

Appel believes women are starting to realize the need to empower and embolden one another.

It is a subtle difference but I feel like every year there are more female faces around the table.

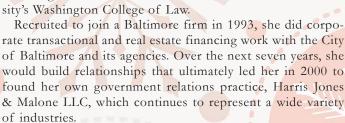
— Erin A. Appel

"I think we collectively are starting to do a much better job at that," she said. "There are a lot more women in the room in a given meeting -- be it an elected official or a representative of company stakeholders. It is a subtle difference but I feel like every year there are more female faces around the table. It is a great thing to see."

Among Appell's clients have been Anne Arundel Medical Center, MGM Resorts International, Tradepoint Atlantic and Maryland Alliance of Public Charter Schools.

Lisa Harris Jones
Founding Member
Harris Jones &
Malone LLC

Lisa Harris
Jones developed
an interest in
politics and public policy during
the 1992 presidential election.
She was in Washington, D.C., at the time,
attending American University's Washington College of



Harris Jones sees women continuing to influence the public policy debate. "At the end of the day, if a man is in the room, a woman should be in the room as well," she said. "At times, I think we offer a distinct and important perspective on certain issues. At times, there could be a major policy debate about issues that primarily impact women and there is no woman in the room so to be able to -- not exactly give my point of view because at the end of the day I am representing a client -- but to be able to work with my client and work with legislators

and policy makers so that whatever comes out of discussions or legislations, it has the diversity of a male's opinion as well as a woman's opinion within that product that is produced."

Harris Jones' clients have included American Petroleum Institute, BGE, National Multiple Sclerosis Society, McDonald's Corp. and Total Wines and More.

At the end of the day, if a man is in the room, a woman should be in the room as well.

— Lisa Harris Jones



Delora Sanchez Senior Vice President

Cornerstone Government Affairs

Delora Sanchez didn't start out wanting to be a lobbyist.
"It really was a convergence of different opportunities and interests that came together for me," she

said. In high school, she was an intern at Johns Hopkins patient relations department, where she was exposed to the health care business side.

A graduate of Towson University and the University of Maryland Francis King Carey School of Law, Sanchez returned to Johns Hopkins for nearly a decade to serve as its director of policy and advocacy for state affairs. In 2015, she was recruited by a national lobbying firm, Cornerstone Government Affairs, to open up its Annapolis office.

In her observation, public policy is best developed when it is shaped by multiple viewpoints. Sanchez has seen a shift recently noting more women are getting into lobbying, opening up their own businesses and landing large contracts. "Women are using their influence to increase gender equality and helping other women to advance," she said. "It is not enough to mentor because I think that has always been the case but you are seeing women use their influence to support women candidates and in turn you will also hear women legislators say if they don't see any women at the table 'Wait. Where are the women in this discussion? Why don't I have a women lobbyist here?"

In 2015, Delora Sanchez was recruited by the national lobbying firm, Cornerstone Government Affairs, to open up its Annapolis office.

Sanchez has lobbied on behalf of Astra Zeneca Pharmaceuticals, Clark Construction Group, LifeBridge Health and St. Mary's College of Maryland Foundation, among others.

Barbara Marx Brocato
Founder &
President
Barbara Marx
Brocato &
Associates

Born in Annapolis, Barbara Marx
Brocato remembers running up and down Main Street as a child. Her father, who held a passion for politics, had



fabric store and would often be up at the courthouse, which was the hub of political activity in the 1950s through the 1970s.

Starting her professional career in social work, she decided to move into politics at the age of 26. She was at an event with local legislators when someone announced an opening for a legislative assistant. Marx Brocato got the job, and two years later decided to run for a political office. She didn't win but came in fourth out of a pool of 19. After the campaign, she was approached by two groups asking if she would represent their interests in Annapolis.

The ability to 'get things accomplished is appealing.

— Barbara Marx Brocato

She would spend more than three years representing those clients before moving to the Maryland Department of Budget and Planning as its director of legislative and policy services for eight years. In 1990, she opened up her own firm dedicated to legislative and public policy services.

Marx Brocato's friends will ask her why she has lobbied for so long. "I've said it's because I've found wonderful elected officials who are passionate about what they do in fundamentally addressing problems and I've been able to roll up my sleeves and work with them and get things accomplished and there is nothing more important in my mind."

Marx Brocato's client list has included The Arc of Baltimore, Advanced Radiology, Maryland Science Center and the state chapter of the National Academy of Elder Law Attorneys.



You know her. She is admired by all for being an effective leader, she's community minded and sets an example for her staff and peers, she is committed to mentoring. She successfully juggles various responsibilities. She is professionally accomplished, holds leadership positions in community organizations and is making a positive impact on the next generation of leaders. She is simply outstanding. Now is your chance to nominate her to be recognized by The Daily Record as a Top 100 Women.

SAVE THE DATE

22st Annual Top100 Women Awards Celebration April 23, 2018 | 5:00 pm

Joseph Meyerhoff Symphony Hall, Baltimore, MD

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'GOV. HOGAN HAS BEEN VERY CLEAR ABOUT HIS GOAL TO CREATE AN ENVIRONMENT FRIENDLY TO THE GROWTH OF EVERY INDUSTRY,' SAYS SECRETARY OF LABOR, LICENSING AND REGULATION KELLY SCHULZ, SHOWN WITH THE GOVERNOR.

BRYAN P. SEARS

Hogan's Cabinet

By Pete Pichaske Special to The Daily Record

They include a lifelong educator and long-time champion of the disabled, a high school dropout, the scion of a notable local political family with deep roots in the state and a relative newcomer to both politics and the state with a passion for helping businesses.

But the six women in Republican Gov. Larry Hogan's Cabinet

have a couple of things in common: a love of their jobs and a desire to help improve their little corner of the state.

Lourdes R. Padilla Secretary of Human Resources

She grew up in Puerto Rico and worked in Pennsylvania for the past three decades or so, but Lourdes Padilla has a little secret: She's been a "huge Orioles fan" her entire life.



"It was a bit controversial when I lived in Pennsylvania," she conceded, adding: "Joining DHS in Maryland and living in Baltimore city has been like a homecoming for me."

As human resources secretary, Padilla said she is building a more collaborative system for delivering human services, to improve "connectivity and coordination" among the many agencies that help the needy.

Earlier this year, the state was awarded a \$195 million federal grant to build a technology platform, dubbed Maryland's Total Human services Information Network, or "MD THINK."

"In the near future," Padilla said, "a parent who comes to our department to apply for food assistance, for example, would also be able to sign up for a job-training program, get signed up for health services, and enroll their child in an afterschool program."

The new platform she said, "will provide each of our agencies a view of all the public services that a constituent is receiving, thereby enabling the state to better plan and support that constituent's road to independence and family self-sufficiency."

Gov. Hogan has been very clear about his goal to create an environment friendly to the growth of every industry.

- Kelly Schulz

Kelly Schulz Secretary of Labor, Licensing and Regulation

Barely a dozen years after moving to Maryland and starting work on her bachelor's degree in political science at Hood College in Frederick, Kelly Schulz was named head of the state's 1,600-employee Department of Labor, Licensing and Regulation. And with that, she says, "a fascinating and meaningful career was born."

Schulz's interest in politics began when she worked on a mayoral campaign in Frederick shortly after moving to Maryland. That led to a job with a state senator, which led to jobs on statewide campaigns and, in 2010, a successful campaign for state delegate.

In the House of Delegates, she worked with the Department of Labor as a member of the Economic Matters Committee and when Hogan asked her to join his Cabinet, she said, she realized "that was where I was meant to be."

Since taking over, Schulz has worked to involve all of the stakeholders, including employers, employees, consumers and regulators, in her quest to make the state more business-friendly. She has also been Hogan's point person on studying and developing a policy for paid sick leave for private-sector workers in Maryland.

"Gov. Hogan has been very clear about his goal to create an environment friendly to the growth of every industry," she said. "This is becoming a reality, with more jobs being created by existing and new businesses."

A new technology platform will provide Marylanders with one-stop shopping for social service programs.

Carol Beatty Secretary of Disabilities

Carol Beatty has spent far more of her time in the nonprofit world of community organizations than the world of politics. For 21 years, she was executive director of The Arc of Howard County, which serves individuals with developmental disabilities, before being named secretary of the



- Lourdes R. Padilla

Maryland Department of Disabilities in early 2015.

But politician or not, she's enjoying her job in the political arena.

"It has been a real pleasure to have the opportunity to bring the experiences of nonprofit management and community involvement to the job as secretary," Beatty said.

Hogan's emphasis on collaboration among state agencies, she said, is a "natural fit" for her department, with its focus on increasing opportunities for Marylanders with disabilities, including access to housing, employment and health care services..

Disability "touches every single state agency, county and demographic in Maryland," Beatty said. "Whether we are working toward increasing hiring to supporting caregivers to youth outreach, a collaborative and multi-face approach is always the best path."

As head of the Department of Disabilities, Beatty said, her primary role is to "ensure there is two-way communication between the governor and his administration with the disability community.

"As a department, we seek to provide the administration guidance and solutions regarding challenges faced by the state's disability community based on a combination of best practices, effective models and available resources."

Disability 'touches every single state agency, county and demographic in Maryland.'

- Carol Beatty

Rona Kramer Secretary of Aging

Politics is a family affair for Rona Kramer and so is helping senior citizens.

The daughter of former Montgomery County Executive Sidney Kramer, she served two terms as a state Senator from Montgomery County from 2003 to 2011. In the senate, she regularly teamed up



with her brother, Del. Ben Kramer, to push through laws that, among other things, shielded older adults from financial exploitation and protected residents in nursing homes and assisted living communities.

As secretary of aging, Kramer said, "I can continue that important work."

One of her top priorities is to provide the support needed to allow older residents to remain in the community, rather than have to move to senior facilities.

"The older adult population is growing dramatically," Kramer said. "It is incumbent upon the Department of Aging to innovate and improve our services in order that Maryland's residents can enjoy their retirement in the setting of their choice."

Besides being an advocate for the elderly and an experienced politician, Kramer is an attorney who for decades helped run the family commercial real estate business, Kramer Enterprises.

The older adult population (in Maryland) is growing dramatically.

—Rona Kramer

Maj. Gen. Linda Singh Adjutant General, Md. Army National Guard

Maj. Gen. Linda Singh became the first woman to hold this position when she was appointed by Gov. Larry Hogan in January 2015.

What often has been a behind-the-scenes job with few headlines and little publicity changed profoundly when



Hogan summoned National Guard troops to help quell rioting in Baltimore in April 2015 following the death of Freddie Gray.

For Singh, a Maryland native, leading the 6,700 members of the state's military department caps more than 30 years of military service, many of them accompanied by historic firsts.

She was the first woman commander for the Maryland Army National Guard, responsible

for all programs and policies affecting the guard and for overseeing all logistical and operational issues. Previously, she had been director of the Maryland Joint Staff overseeing the Maryland National Guard Joint Mission, which includes domestic operations, anti-drug programs and partnership for peace programs, among others.

Singh was deployed on assignments in Kosovo and on a combat tour in Afghanistan. She has also been awarded the Legion of Merit and the Bronze Star, among other honors.

She also has enjoyed success in the private sector, retiring from Accenture in 2016 as a managing director. But her career path may be most notable for the hardships she overcame; a difficult childhood and dropping out of school. Singh publicly shares those stories as a way of encouraging others to fight against their own adversities.

"The back story of many successful leaders is heartbreak, sleepless nights and overcoming adversity," Singh told Fortune magazine in 2013.

The back story of many successful leaders is heartbreak, sleepless nights and overcoming adversity.

— Maj. Gen. Linda Singh

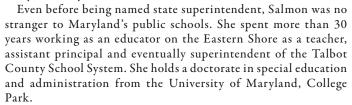
Karen Salmon State Superintendent of Schools

In her 1½ years as Maryland's educational leader, Karen Salmon has visited all 24 of the state's school systems.

She likes what she sees.

"The significant amount of dedication and creativity taking place at our schools should give every Maryland resident a great

deal of optimism," she said. "There are pockets of excellence in every school system."

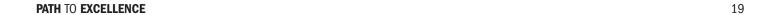


While she works closely with all of the state's local school systems to make sure they are offering "world-class education programs," Salmon has put a special focus on two programs in particular.

The first is early childhood education, "because of the special impact these programs can have on students throughout their educational careers."

The second is career-technology programs, "because these can provide students with skills leading to successful careers and Maryland employers with the workers they need to grow and prosper."

State Superintendent of Schools Karen Salmon is putting a focus on early childhood education and career technology programs





How did you choose your career path?

This is an interesting question. In fact, this work chose me. I began my career as a magazine journalist and found myself drawn to writing about social issues and inspirational people who were making a difference in the world. In that process, I found some remarkably inspirational role models in the health care and social services sectors, career paths that I had not previously considered. I intended to build a career as a writer, but I found myself drawn to a different path as my personal life evolved.

My career in health care and social services management has been enormously rewarding. I have seen thousands of lives changed for the better through the efforts of the organizations that I have led. I often reflect on the Robert Frost poem, "The Road Not Taken" that concludes with these words: "... / Two roads diverged in a wood, and I / I took the one less traveled by, / And that has made all the difference." I chose the road

less taken and it has made me a better person and through my work, I have made a difference.

What obstacles did you face and how did you overcome them?

Coming of age in the late 1970s was both exciting and frustrating for women entering the workforce. Expectations and educational goals for girls and women were limited. Later, more doors began to open, but stepping over the threshold meant proving yourself every single day. Often, women did it without the recognition or salary to go with the extra work required and sometimes fighting traditional biases of sexism, harassment, and stereotyping.

Trailblazing was not just walking an uncharted path; we had to wield a machete to break through the thicket and clear a path for ourselves and

those women who came after us. It was exhausting and exhilarating at the same time. It took an additional toll on mothers like me, who still had full responsibility for the home and child rearing. Later, divorce made me a single mother with full financial and parental responsibility for two young children while trying to finish a master's degree one class at a time. It took me six long years, but I persisted. Family and friends and a great child care center made a tremendous difference, but it was also my faith that kept me grounded — focusing on my kids and building my career so I could support my kids. Like so many women before me and since, I took it day-by-day, one step at a time, falling down sometimes but getting up each time to keep moving forward. Along the way, I learned so much about myself — what I'm capable of, what I'm worth and the difference I can make. I am truly grateful that today I can look back and be glad that I took the "road less taken."

How do you maintain passion for your job?

There is nothing more inspiring to me than to hear from people who have been impacted by my work. In my former positions, they were hospital patients or kids in the foster care system or in the juvenile justice system, and adults struggling with substance abuse or homelessness or joblessness. Now they are people with differing abilities trying to find work and wounded veterans struggling with PTSD or physical injuries. If I make a difference in their lives, be it large or small, my passion for the work is renewed and I am motivated to reach even higher. Recently I received flowers and a note from a parent who thanked me for being "a voice for the voiceless." It doesn't get any better than that.

What's next for you, personally or professionally?

Personally, I became a wife (after 25 years single!) and a grandmother (baby girl) within a year of each other, so my life is quite full and I am learning to balance all the blessings in my life.

Professionally, I will continue to give "voice to the voiceless" through my work and my writing. I also aspire to motivate the next generation of leaders to take the mission of social enterprises to the next level. We need to engage the best and the brightest to work in what I call "the business of caring;" that is, nonprofit organizations' management, advocacy, fundraising, and volunteerism. We do important work that truly makes the world a better place.

Do you have any advice for younger women hoping to follow your career path?

Be fearless. Follow your passion. Don't be afraid to ask for what you want. Don't be afraid to ask for help. Speak up for yourself. Speak out against wrongs. Be open to opportunities and possibilities. Do what you love; if it doesn't pay the bills, do what you love on your own time and it may grow into something bigger and better. Hug your kids and those you love often. Call your parents. Know that you are blessed more than you know.

Cari DeSantis

Personal: Married to Benjamin Vorhees; a son and a daughter; three step-daughters; one grandchild.

Education: B.A. in English/Journalism, the University of Delaware; M.A. in Liberal Studies, the University of Delaware.

Professional: President & CEO, Melwood; board member, Wounded Warrior Project; former Cabinet Secretary for the Delaware Department of Services to Children, Youth & Families; former foundation executive, hospital executive; consultant in organizational transformation for health care and social services.

Three things most people don't know about me:

- **1.** I have written and published three nonfiction books about inspirational people changing the world; one more is written but not yet published.
- **2.** For over 20 years, I have volunteered with and supported Central American Medical Outreach (CAMO) an international medical humanitarian nonprofit agency that brings medical care, equipment and outreach to poor villages in the mountains of Honduras. I have made numerous mission trips with them.
- **3.** I ran for Congress in 1994 for the lone Delaware seat in the U.S. House of Representatives (not a good year for Democrats). Although I did not win, the process was one of the most rewarding things I have ever done.

MOVERS & SHAKERS

Each issue of Path to Excellence features women on the move. Please share your promotions, new positions and other professional milestones at the daily record.com/movers.



LOREN FARQUHAR | Anne Arundel Medical Center

Loren Farquhar, executive director of public relations and marketing with Anne Arundel Medical Center (AAMC), has completed the eight-month Leadership Maryland program. Farquhar, a resident of Bowie, came to AAMC from Adventist Health-Care Shady Grove Medical Center in Rockville where she served as director of public relations and marketing. Prior to that role, she served in a number of progressively responsible marketing and communications positions at BlueCross BlueShield of South Carolina.



DEIDRA DENNIE | Anne Arundel Community College

Anne Arundel Community College named Deidra Dennie, DPA as its new chief diversity officer to further the college's commitment to diversity, equity and inclusive excellence. Dennie officially joined the college Sept. 25 to take a significant leadership role in meeting the needs of the college's increasingly diverse student body, while also helping to build a more welcoming and inclusive climate on campus.

AACC was among the first community colleges in the nation – and the first in Maryland – to have a chief diversity officer, with the hiring of its first in 2014. Since then, the college's commitment to diversity has earned several national awards. Dennie comes to AACC from Armstrong State University in Savannah, Georgia where she was the director of equity, diversity and inclusion.



GABRIELLA SOUZA | The Walters Art Museum

The Walters Art Museum has named Gabriella Souza as its new communications manager. In this new position, Souza will manage integrated communications plans, media outreach, social media strategy and digital and print content management, as a lead member of the museum's Marketing & Communications Department. Souza comes to the Walters Art Museum with 12 years of experience in newspaper and magazine journalism, most recently as arts and culture editor of Baltimore Magazine, where she wrote and edited feature stories and covered Baltimore's diverse arts community, from museums and the symphony to warehouse galleries and the DIY music scene.

In addition, she contributed to the arts and culture blog, worked with writers and artists to compile monthly book and music reviews, and doubled the amount of arts coverage on the magazine's website.



VANESSA MILIO | No More Stolen Childhoods

No More Stolen Childhoods, a Cockeysville-based nonprofit that brings hope and healing to victims of childhood sexual abuse, has appointed Vanessa Milio executive director. Milio, a Towson resident, brings more than 20 years of experience in developing high-level strategy and big-picture solu-

tions to nonprofits and corporations. She has served as president and CEO of Harford County Chamber of Commerce; executive director and founding director of Baltimore Police Athletic League Inc.; program director and founder of Raising Strong Sisters Program; foundation director for Harford County Public Library; project director for YMCA of Central Maryland, Urban Services Branch; youth and family services director for YMCA of Central Maryland, Towson Branch; and deputy Terry Douglas has joined Maryland Volunteer Lawyer Service as a staff attorney for its adult public guardianship program.



TERRY
DOUGLAS |
Maryland
Volunteer
Lawyer Service

Terry Douglas has joined Maryland Volunteer Lawyer Service as a staff attorney for its adult public guardianship program. Douglas will be responsible for representing low-income disabled adults at guardianship proceedings in Baltimore city and Baltimore County Circuit Courts and Adult Public Guardianship Review Board hearings in these jurisdictions. The MVLS Adult Public Guardianship Program is supported through funding from the Maryland Department of Human Services, Legal Services Program. An attorney for more than 20 years, Douglas has experience providing legal advice and counsel to older adults, military veterans and people with disabilities. She is a council member of the Maryland State Bar Association's Elder Law and Disability Rights section, as well as a member of the MSBA's Judicial Appointments Committee.



ALANA TOMPKINS | Hunt A Killer

Alana Tompkins has been named head of marketing with Hunt A Killer, a Baltimore-based interactive entertainment company. Tompkins joins the company as a tenured innovative marketing and sales executive with a diverse skill set and a proven track record for developing impactful marketing campaigns, digital programs and custom events. She will work alongside the co-founders, Ryan Hogan and Derrick Smith, to execute initiatives that will continue to position Hunt A Killer as pioneers of modern storytelling and immersive entertainment. The Baltimore native was raised in Bel Air and received a Bachelor of Science in marketing from Towson University. Professional highlights and accomplishments include working for the Baltimore Orioles and AOL, founding her own marketing consultancy, The Kyan Group, and developing various marketing campaigns for top brands such as Johnson & Johnson, Under Armour, Kraft, Walmart, Miller-Coors and more.



Mamie Heard has been named director of special projects with Jemicy School, which educates above-average to gifted college-bound students with dyslexia or other related language-based learning differences. Heard brings to Jemicy a wealth of experience in the field of education, both nationally (Mississippi, New York and North Carolina) and internationally (Nicaragua, Italy, Germany, Turkey, Costa Rica, Uzbekistan, and Poland). Most recently, she served as director of the International School of Krakow in Poland from 2011 to 2017. In her current role as director of special projects, Heard is working with Head of School Ben Shifrin on several short- and long-term projects focusing on outreach to international schools, faculty and staff. She holds a bachelor of education degree from Delta State University and a M.Ed. from Mississippi College.



MADDIE SLEZAK | Warschawski

Warschawski, full-service advertising and marketing agency, announced the promotion of Maddie Slezak to senior associate. In her new role, Slezak will take on additional responsibility overseeing client relations and will create and execute integrated marketing communications campaigns for the agency's clients. She also oversees the firm's assistant associate program. Slezak successfully completed Warschawski's assistant associate program in 2015, was hired as a junior associate and promoted to associate in 2016. During her time at Warschawski, Slezak has successfully implemented marketing communication strategies for several clients, including: Biologics Consulting, Janet, Jenner & Suggs, Xcel Brands, Greenspring Associates, Track&Field, Heritage Shooting & Training Center and ClearShark H20, among others.



CAROLINE KAUFFMAN-KIRSCHNICK | Electric Motor Repair Co.

Caroline Kauffman-Kirschnick has been appointed president of Baltimore-based Electric Motor Repair Company, a 200-employee provider of service, repair, installation and sales to the commercial kitchen, refrigeration, industrial motor, elevator and marine industries. Kauffman-Kirschnick takes control of the three-generation, family-owned business from her father, Roger Kauffman, the company's longest-tenured employee. Her full-time, professional career at EMR launched in October 2003 when she joined the company's accounts receivables team before moving into human resourc-

es. Five years later, Kauffman-Kirschnick moved to a role in operations followed by sales. She then transferred to EMR's Delaware branch where she served as assistant branch manager before receiving a promotion to operations manager. After three years in Delaware, Kauffman-Kirschnick returned to Baltimore as the operations manager of EMR's headquarters.



BETH ENGEL | Coldwell Banker Residential Brokerage

Coldwell Banker Residential Brokerage has named Beth Engel as the new branch vice president of the company's Towson office where she will lead a team of more than 45 sales associates and staff. Engel, formerly an affiliated agent in the Timonium office, brings to her new position a wealth of knowledge of Baltimore's residential real estate market. Having represented a variety of residential and commercial clients, Engel has a strong track record in negotiating deals and building client relationships. Consistently ranking in the top 100, she has sold more than \$40 million in her career and has earned the International President's Circle award for the past two years. Further, she leads a mentor program at Coldwell Banker and is a regular guest speaker on the Weekend Real Estate Report radio program.

ANJALI JAIN Social & Scientific Systems

Anjali Jain, MD, has joined Social & Scientific Systems as chief medical officer and principal research scientist in the Health Policy and Data Analysis Group. As chief medical officer, Jain will be a companywide resource of clinic expertise in numerous research and other client-support areas. As principal research scientist in HPDA, she will provide senior leadership for current projects and business development opportunities.



ROBIN LUXON Lum uch

University of Maryland Upper Chesapeake Health has promoted

Robin Luxon to senior vice president for corporate planning, marketing and business development. Luxon has been a member of the UM UCH leadership team for the past 18 years, serving in a variety of roles to advance clinical service lines including the Patricia D. and M. Scot Kaufman Cancer Center on the Bel Air campus. Most recently, she served as the vice president for planning, marketing and business development. She has led numerous initiatives, including the complex regulatory requirements for UM UCH's Vision 2020 plans which include expansion of the Bel Air campus and the building of a new medical campus in Havre de Grace. In addition, she has been instrumental in the opening of several urgent care centers in the community in partnership with Choice One. She is also a Fellow in the American College of Health Care Executives and a graduate of Harford Leadership Academy.



ROBIN KEELER Oak Crest

Oak Crest retirement community has promoted Robin Keeler to

director of resident of life. As director of resident life, Keeler will provide oversight and support to multiple areas that directly impact the daily lives of more than 2,100 residents, including wellness services, community resources, volunteer programming and pastoral ministries. Keeler brings nearly 20 years of experience with Erickson Living, the manager and developer of Oak Crest, to her new leadership position. She most recently served as a regional home health administrator for Oak Crest and its sister community, Charlestown, in Catonsville. Prior to joining Erickson Living, she worked at the University of Maryland Medical Center in Baltimore as a shock trauma nurse and at Bel Care Inc. as a home health nurse and administrator.



TRACY L. DEEMER | MPT

Tracy L. Deemer has joined the corporate support team at Mary-

land Public Television as an account executive. In this role, Deemer is responsible for securing corporate sponsorships and partnerships for Public Broadcasting Service and MPT programming and initiatives. Before joining MPT, Deemer served as a financial adviser for Morgan Stanley and a marketing and sales consultant for Revolve Education. She also has held development positions at the Baltimore Design School, American Red Cross and Johns Hopkins University. Earlier in her career, Deemer served as marketing and promotions manager for Hampden Village Main Street and was co-owner and chief financial officer of Hon, LLC, a commercial real estate enterprise in Baltimore. Deemer is an alumna of West Virginia University, where she earned a bachelor's degree in business administration.



DONNA RICHARDSON | Shepard Pratt

Donna Richardson, MBA has been named vice president and chief development officer with Sheppard Pratt Health System, a Baltimore-based nonprofit provider of mental health, substance use, special education and social services. She will direct development for Sheppard Pratt, providing strategic leadership to support the organization's mission. Richardson will also leverage philanthropy to enhance Sheppard Pratt's capacity to innovate care. Richardson brings to the position more than 20 years of experience leading development for high-profile health care organizations. Most recently, she was senior vice president of major and principal gifts for the Stanford-affiliated Lucille Packard Foundation for Children's Health in Palo Alto, California. In this position, she secured the largest individual donation in the foundation's history. Prior to joining the Packard Foundation,

Richardson served as associate vice president of development for Harvard-affiliated Children's Hospital Boston. She has also been senior major gifts officer at Beth Israel Deaconess Medical Center in Boston. Richardson earned a bachelor's degree in sociology from Boston College and a master's degree in business from Bentley College.



MICHELE MOORE | secu

Michele Moore has been named vice president of retail banking

at SECU. In her new position, Moore will be responsible for all phases of retail and small business banking operations in SECU's 22 branches throughout Maryland. This includes sales and service strategy and targets, retail network expansion, community business development, and sustainment of a culture of performance and accountability. Prior to joining SECU, Moore worked in a variety of capacities for Wells Fargo Bank. She began at Wells Fargo in 2004 as a retail sales and service coach. She was promoted to regional bank district manager, vice president in 2005, and was named regional bank area president, senior vice president in 2011. In that position, Moore managed 48 branches and five district managers. She also served as senior advisor for the Wells Fargo Women Team Member Network.



ERIN ROBERTSON | TKF Foundation

The TKF Foundation,

creation of meaningful urban greenspaces, has appointed Erin Robertson as its new executive director. Robertson most recently served as TKF's director of enrichment grants; prior to this, she was with the Chesapeake Bay Foundation's development department. She also previously spent time working with

which supports and advocates for the

the Maryland State Legislature. In this new role, she will be placing a spotlight on the way urban greenspaces can foster stronger, healthier cities.



ou could say that my political career began in 8th grade, when I gleefully listed "President of the United States" as my future occupation in our yearbook. Determined to change the world one student body at a time, I served as president of my class in high school, senator for Towson University's student government association, Submitted by: and ended up creating a student legislative ad-

and ended up creating a student legislative advocate position at Towson to promote higher education before the Maryland General Assembly.

Since that time, I've pivoted away from running for elected office in favor of working behind the scenes as an intern, a staffer and now a lobbyist. My experiences in college and the opportunities for exposure to the "real" world prepared me to jump into a relatively small pond of public service and political activism in Maryland.

From the halls of the Maryland State House to the halls of Congress, I was fortunate to spend more than a decade learning from an incredible list of mentors who are not only successful politicians and dedicated public servants but champions for women.

It could be my determined nature, or perhaps a lot of good fortune, but I believe much of my success can be attributed to a supportive group of individuals who have propelled me forward throughout my career. A few years ago, as part of the second class of Towson's Professional Leadership Program for Women, I reflected on how that network continues to shape my career and how important it is to support other women on their paths to success.

While each industry varies with respect to gender equality and opportunity, only one in five members of Congress is female. In Maryland, 60 of the 188 members of the General Assembly are women. We have never had a female governor. The reality is that, nationwide, women are underrepresented in elected office, and Maryland is no exception.

These disheartening statistics inspired me to join the board of Emerge Maryland, an organization that trains women to become effective political advocates and run for office in Maryland. Since its inception in 2013, the organization has trained 450 women at one-day workshops, and 88 have gone through an intensive training program. More than 35 alumnae of the full program will appear on ballots across the state in 2018.

According to a poll by the Pew Research Center, nearly six in 10 women are paying more attention to politics since the 2016 election.

As one of my former bosses would say, "So much of life is about luck, timing and opportunity." This has been true for me thus far. I am fortunate to work in this industry at a time when women seem to be engaged, assertive and more determined to change the political climate than ever. The political pendulum is swinging and in the coming years we will see more and more women involved behind the scenes, in line at the polls, and at the decision-making table.

Jennifer Riggs Driban earned her bachelor's degree from Towson University and her master's degree from the joint Towson University-University of Baltimore MBA program. She previously was district director for U.S. Rep. C.A. Dutch Ruppersberger and a legislative aide in the Maryland General Assembly.



PATH TO EXCELLENCE NETWORKING EVENT AT SALISBURY UNIVERSITY

ore than 75 women gathered in Guerrieri Academic Commons at Salisbury University Nov. 1 for the latest event in The Daily Record's Path to Excellence networking series.

The women were there to share and celebrate the connections that have shaped and advanced their careers. The event was held in conjunction with the most recent issue of Path to Excellence magazine, which focused on how women are reshaping the field of philanthropy.

Dr. Karen Olmstead, Salisbury University interim provost and vice president of academic affairs, welcomed the gathering.

The nonprofit beneficiaries of the event were Village of Hope, which offers a transitional home for women and children struggling with homelessness, and Diakonia, which provides shelter, food, clothing and the resources to families on the Lower Shore.

The event sponsor for the November networking event was Salisbury University.

Co-hosts for the evening were Top 100 Women Dr. Janet Dudley-Eschbach, president of Salisbury University; Kathleen Momme, executive director of the United Way of the Lower Eastern Shore; Dr. Veronique Diriker, director of development at University of Maryland, Eastern Shore; Sandy Fitzgerald-Angello, vice president of Pohanka Automotive Group of Salisbury; Susan Purnell, owner of Kuhn's Jewelers; and Alexis Dashield, the former president of the Fruitland Community Center.

The 2017 Path to Excellence networking series sponsors were Keswick and Executive Alliance. Keswick returns as the 2018 series sponsor.

The Daily Record will hold six Path to Excellence networking events across Maryland in 2018, each of them associated with issues of the magazine. Details on time and locations will be published on the Path to Excellence page of TheDailyRecord.com.

If you're interested in sponsoring Path to Excellence, contact Daily Record Group Publisher Suzanne Fischer-Huettner at shuettner@bridgetowermedia.com.



Several Top 100 Women honorees attended the Nov. 1 Path to Excellence networking event at Salisbury University. From left are Kathleen Momme, executive director of the United Way of the Lower Eastern Shore; Cheryl Meadows, executive director of Salisbury Neighborhood Housing Services; Alexis Dashield, former president of the Fruitland Community Center; Susan Purnell, owner of Kuhn's Jewelers; and Dr. Veronique Diriker, director of development at University of Maryland, Eastern Shore.



Guests who attended the event listen to one of the speakers.



From left, Adel Boyd, with the Maryland Business Roundtable for Education; M. Cathrene Connery, an associate professor of literacy and children's literature at Salisbury University; Luanne Dashield, chief talent officer with Deer's Head Hospital; Melissa Kelly, regional director of Eastern Shore operationsl for U.S. Sen. Chris Van Hollen, D-Md.; and Armajeanne Harmon, a lecturer in the department of English and modern languages at the University of Maryland, Eastern Shore, enjoy some refreshments during the Path to Excellence networking event at Salisbury University.



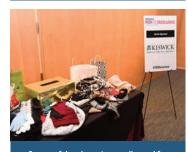
Kathleen Momme, the executive director of United Way of the Lower Eastern Shore, speaks to the crowd from a lectern during the Path to Excellence networking event.



Donna Richardson, the executive director of Village of Hope Inc., addresses attendees.



Dr. Karen Olmstead, Salisbury University interim provost and vice president of academic affairs, extends a welcome to those attending the Path to Excellence networking event.



Some of the donations collected for the benefit of Village of Hope and Diakonia are displayed.

PHOTOS BY TODD DUDEK

2018 PATH TO EXCELLENCEBe a Part of the Excitement!

Path to Excellence is a six-times-a-year magazine featuring outstanding women leaders across the state of Maryland. Each magazine is revealed at a Path of Excellence Networking event held in a different Maryland County six times a year.

Visit The Daily Record.com/path-to-excellence to learn more.







Jan. 18, Hotel Indigo

Publication Date: Jan. 19

July 2018

Publication Date: July 13

March 2018

Publication Date: March 16

September 2018

Publication Date: Sept. 21

May 2018

Publication Date: May 11

November 2018

Publication Date: Nov. 9

Check the Path to Excellence website regularly to sign up for upcoming events and connect with women business leaders across the state.

Visit www.TheDailyRecord.com/path-to-excellence/calendar

If you are interested in sponsoring Path to Excellence, contact Suzanne Fischer-Huettner at shuettner@bridgetowermedia.com







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