

Is the Glass Ceiling Dented, Cracked, Broken or Firmly in Place?

Jean Afterman, Senior Vice President and Assistant General Manager, New York Yankees

Michelle (Mick) Lee, CEO and Founder, WINiT

Mary Harman, Managing Director of Global Payments, Bank of America



Moderated by: **Jennifer Hill**, Moderator, Former Chief Financial Officer of Global Banking and Global Markets, Bank of America

The glass ceiling has certainly been dented for women. More are on boards, CEO's of companies and involved in all levels of government. But, objectively how far have we really come and what are the challenges that remain? How are companies and individuals meeting those challenges? What should all business people, men and women, be doing now to achieve success in their profession? How do women or any leader drive change and results from various perspectives within an organization? How can we successfully manage work life balance issues? What policies should companies be employing to assure opportunities are open to qualified leaders? What legal changes need to be made to employment laws? How do professionals help each other in advancing their achievement? Join us for a discussion of these issues and more.

Tuesday, November 29, 2016
6:15 p.m.-7:45 p.m.
Uris Hall, Room 331, Columbia Business School

Co-sponsored by:

Richard Paul Richman Center for Business, Law, and Public Policy, Columbia University
Center on Japanese Economy and Business, Columbia Business School

Featuring:



Jean Afterman

Senior Vice President and Assistant Manager, New York Yankees

Jean Afterman is in her 16th season as the Yankees' Assistant General Manager and fourth as Senior Vice President. She became only the third female to hold the position of Assistant General Manager in Major League Baseball history, and is currently the only woman to hold the title. Ms. Afterman has been an integral part of the Yankees' efforts and operations in Asia. In her first year with the Yankees, she was instrumental in developing the club's relationship with the Yomiuri Giants of the Japan Central League and signing three-time MVP Hideki Matsui.

Ms. Afterman joined the Yankees with a diverse business and legal background, focusing on international sports and licensing with an emphasis on US-Japan matters. Prior to joining the Yankees, she managed her own practice, providing athletic representation and management with a specialization in arbitration proceedings. From 1994-99, Ms. Afterman was General Counsel at KDN Sports, Inc., and handled business and legal affairs for international baseball clients, including Hideo Nomo, Hideki Irabu, Masato Yoshii, Alfonso Soriano and more than 30 Major and Minor League players.

A graduate of the University of California at Berkeley in 1979, Ms. Afterman was the recipient of the Rosalynn Schneider Eisner Prize and the Mark Goodson Scholarship Grant. She received her J.D. from the University of San Francisco School Of Law in 1991.



Michelle (Mick) Lee

Founder & CEO, WINiT

Michelle (Mick) Lee has over 25 years of progressive international management experience in diverse industries leading expense management initiatives in travel, events, meetings and corporate services (\$500 million to \$5 billion in spend). Over the course of her career, she has held operational and expense management/CAO functions in New York, London, England and Toronto, Canada, with a firm belief that it is critical to balance spend reduction with required service levels, risk mitigation and talent optimization.

Most recently, Mick led a year-long project as senior vice president of Freeman Exhibitions in Dallas, Texas where she launched a project and formulated a path to transformation for shared services operations and strategic meetings management for a \$2 billion+ family owned organization. Previously, Mick was the Managing Director and Global Head of General Services at Citigroup for five years.

In January 2014, she founded WINiT; a nonprofit organization of women and men serving as a catalyst to drive change, provide support and educate the public about the benefits of career development, visibility and promotion of women in the travel, meetings, events and exhibitions industries.

Mick has served on women leadership councils since 1994 in the United States and the United Kingdom at the companies she worked. She serves on several boards and is a former member of the Clinton Global Initiative (CGI). Mick is the proud single mom to Jaxx and founded a youth volunteer organization, 30Every30 (30Every30.com) on his behalf.



Mary Harman

Managing Director of Global Payments, Bank of America

Mary Harman is a Managing Director and Enterprise Payments Executive reporting to the President of Retail Bank, Thong Nguyen. Enterprise Payments oversees the Integrated Payment Strategy and its portfolio of five initiatives which span Retail, Preferred, Small Business, Wealth Management and Global Banking & Markets. Mary drives individual strategic initiatives and coordinates the broader integrated effort across all our customer segments.

Prior to joining the firm, she spent eight years at GE Equity, the private equity business within General Electric. Over the course of her GE career, Mary covered financial services, energy, healthcare and media sectors. She partnered with GE businesses and key executives to identify, execute and manage strategic equity investments in growth stage companies.

Mary earned her M.B.A. from Duke University's Fuqua School of Business where she received the Asa T. Spaulding Award for Leadership and holds a B.A. in Economics and History from the University of Richmond.

Moderator:



Jennifer Hill MBA '94

Moderator

Former Chief Financial Officer of Global Banking and Global Markets, Bank of America

Jennifer M. Hill is the former CFO for Global Banking and Markets. She joined Bank of America in 2011 from Royal Bank of Scotland, where she was Group Director of Strategy and Corporate Finance and a member of the management committee. Prior to joining RBS, she was Chief Financial Officer for Tisbury Capital Management in London. She also sits on the Board of Advisors of buildOn, a non-profit organization that builds schools in developing countries and runs afterschool service programs in America's toughest inner-cities. She is graduate of Hamilton Collage and Columbia Business School.

Richard Paul Richman Center for Business, Law, and Public Policy at Columbia University

Established in 2011 as a joint venture between Columbia Business and Law Schools, The Richard Paul Richman Center for Business, Law, and Public Policy promotes evidence-based public policy and fosters dialog and debate on emerging policy questions where business and markets intersect with the law.

The Center supports empirical, theoretical, and institutional research targeting central issues at the nexus of law and markets, both domestically and internationally, and helps translate this academic research into practical strategies for executing new regulatory reforms and business opportunities.

The Center also fosters curricular innovations and student activities that tap synergies between the Business and Law Schools.

Website: www.gsb.columbia.edu/richman

Center on Japanese Economy and Business at Columbia Business School

Established at Columbia Business School in 1986 under the direction of Professor Hugh Patrick, the Center on Japanese Economy and Business (CJEB) promotes knowledge and understanding of Japanese business and economics in an international context. CJEB is a research organization widely recognized for its international symposia, conferences, and lectures held both in New York City and Tokyo, which provide prominent speakers from the public and private sectors a forum for collaboration and reflection on Japan, the United States, and the global economy.

Under the leadership of Professor David E. Weinstein, CJEB director of research, the center supports research projects and library and computer-based resource initiatives. Other core faculty members are Japan specialists drawn from Columbia's Business School, Law School, School of International and Public Affairs, Economics Department, and Department of Political Science. Funding and resources are provided by corporate sponsors, foundations, individuals, Columbia Business School, and the University.

Over the course of the last 30 years, CJEB has developed, grown, and evolved in order to carry out its mission effectively in a changing Japan and a changing world. In this way, CJEB has been able to build and maintain its status as the preeminent academic center in the United States on Japanese business and economics.

Website: www.gsb.columbia.edu/cjeb