

2025 Women in Leadership League (WILL) Conference



On March 21, 2025, the Lucas College of Business hosted the 8th Annual Women in Leadership League Conference. This conference brings together top Silicon Valley leaders, alumni, and students from all disciplines. The day is a mix of an inspirational fireside chat and breakout group discussions, providing participants with motivating experiences as well as practical advice and strategies from successful leaders. Attendees learned about career and life journeys and personal perspectives on leadership. [Read more about the 2025 WILL Conference in the Lucas Blog.](#)

Participating Organizations



Program

8:15 a.m. - Check-in and Breakfast

Part A

9:00 a.m. – 10:00 a.m.

Inspirational fireside chat between Hydra Mendoza, Chief of Strategic Relationships for the Chairman and CEO of Salesforce, and SJSU President, Dr. Cynthia Teniente-Matson.

Part B

Networking with a Purpose: Birds of a Feather table discussions with [Industry Mentors](#) from top Silicon Valley Companies.

10:30 a.m. - 11:25 a.m. - Session 1

11:40 a.m. - 12:35 p.m. - Session 2

Connect With Us

For questions please contact: womeninleadership@sjsu.edu

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Industry Speaker

[Hydra Mendoza](#)

VP, Chief of Strategic Relationships in the Office of the Chair and CEO at Salesforce

Hydra Mendoza has over 25 years of experience working as a community organizer, government and public affairs advisor, and education and equity leader.

Hydra was the former Executive Director and a founding member of Parents for Public Schools of San Francisco, a national organization who engages parents and community members to support, promote, and improve public education.

Hydra was first appointed by Mayor Gavin Newsom to his Policy Council on Children, Youth and Families; and later to his staff as his Senior Advisor on Education. Hydra's work allowed her to build a strong partnership between the Public School System (Pre-K to 20), the community, and the City. She subsequently served under Mayor Ed Lee as his Deputy Chief of Staff for Education and Equity before his untimely passing.

Hydra was the first and only Filipina elected to office in San Francisco. In 2006, 2010, and 2014, Hydra successfully won a citywide bid and re-elections for a seat on the San Francisco Unified School District Board of Education where she was elected by her peers, twice, as the President and Vice President.

Hydra served under Mayor Bill de Blasio as the Deputy Chancellor for the Division of Community Empowerment, Partnerships and Communications responsible for the offices of Family and Community Engagement, Community Affairs, Government Relations, Marketing, Communications, Press, and Translation and Interpretation in the New York Department of Education. The NYCDOE is the largest public school system in the country serving 1.1 million children.

Hydra is the current Chief of Strategic Relationships for the Chairman and CEO of Salesforce where she helps to develop, build and maintain key stakeholder relationships and community investments.

She serves on the boards of GLIDE Foundation, California Academy of Sciences, Leo T. McCarthy Center for Public Service and Common Good, and Bay Area Host Committee.

Moderator



[Dr. Cynthia Teniente-Matson](#)

President, San José State University

Dr. Cynthia Teniente-Matson serves as the 31st president of San José State University. An internationally-recognized Latina leader, President Teniente-Matson is a champion of student success initiatives; diversity, equity and inclusion; civic engagement; and experiential learning.

Throughout her career that spans more than 30 years in higher education, President Teniente-Matson has always put students first, engaging in strategic partnerships and serving on numerous national educational-governing and civic boards geared toward enhancing the student experience. This is a return to the California State University system for President Teniente-Matson, who served as Vice President for Administration and Chief Financial Officer at California State University, Fresno from 2004 to 2015.

Prior to her appointment at SJSU in January 2023, President Teniente-Matson led Texas A&M University-San Antonio from 2015 to 2023. As the second president in the university's history, President Teniente-Matson spearheaded the growth of the campus into a comprehensive master's university while earning the U.S. Department of Education Hispanic Serving Institution (HSI) designation and the Seal of Excelencia, awarded to 24 universities nationwide. She established several key initiatives for the university, including the Mays Center for Experiential Learning and Community

Engagement, Cisneros Institute for Emerging Leaders, Institute of Water Resource Science and Technology, Cyber Engineering Technology & Cyber Security Research Center, the NSA Center of Academic Excellence in Cyber Defense Education and the sole Texas Facebook CyberSecurity University Program.

President Teniente-Matson is a renowned public speaker and has delivered keynotes at national conferences regarding contemporary issues in higher education, risk management, women's leadership, and Latina/Latino leadership. In 2022, the White House Office of Presidential Personnel appointed her as Commissioner to the Japan U.S. Friendship Commission and a panelist to CULCON, a State Department Japan-U.S. Binational Governance Commission. Currently, she serves as past chair of the Board of Directors for the American Association of State Colleges and Universities (AASCU), a university presidents and chancellors membership association; is a board member of the American Council on Education and the Girl Scouts USA National Board; and is a member of the HSI-Educational Testing Service (ETS) Steering Committee and LiftFund.

President Teniente-Matson earned her Bachelor of Arts in Management from the University of Alaska Fairbanks, her Master of Business Administration from the University of Alaska Anchorage and a doctorate in Educational Leadership from California State University, Fresno. She and her husband Mike have two sons: Phillip and Wyatt. She enjoys writing, traveling, and outdoor activities such as biking and boating.



SJSU

LUCAS COLLEGE AND GRADUATE SCHOOL OF BUSINESS



WOMEN IN LEADERSHIP LEAGUE 2025 WILL CONFERENCE

Friday, March 21, 2025 | 8:15 a.m. – 12:45 p.m. | Student Union Ballroom

Check-in and breakfast at 8:15 a.m.

San José State University

KEYNOTE SPEAKER



HYDRA MENDOZA

Chief of Strategic Relationships for
the Chairman and CEO of
Salesforce

MODERATOR



CYNTHIA TENIENTE-MATSON, PH.D.

President, San José
State University

Part A: Fireside conversation between Hydra Mendoza and
President Cynthia Teniente-Matson

9:00 a.m. – 10:00 a.m.

Part B: Breakouts: *Birds of a feather* table discussions

Session 1: 10:30 a.m. – 11:25 a.m.

Session 2: 11:40 a.m. – 12:35 p.m.

REGISTER:

@willsjsu

go.sjsu.edu/WILL



MEET OUR #SJSUWILL Industry Mentors



DEBBIE ABBOTT
Finance Lecturer at SJSU



USHA ANDRA
Product Marketing Leader at Cisco



SUNITA ARORA
Owner at Rare Reflektions



CYNTHIA BRODERICK
Senior Director of Cloud and AI Sales at Cisco



GABRIELLE CAPOLUP
Engineering Office of the CTO at Juniper Networks



ANNIE CHEN
Sr. Director of Consumer Business at Trend Micro Inc.



JACQUELINE CRAIG
Sr. Director of Business Development at CriticalRiver



LISA ETHERINGTON
Vice President of Inventory Management at Old Navy



LISA HALL
CISO at SafeBase



CARIN KALTSCHMIDT
Adjunct Professor & Leadership Consultant at EY



JOY KENNY
HR Manager at Thermo-Fisher



INYONG KIM
Vice President of People at Autodesk



BECKY MARQUES
Sr. Director of Product Management at Cisco System



ALVINA NISHIMOTO
Scrum Master at Jack Henry and Associates



AMANDA SANDOVAL
Executive Communications Manager at Cisco



AIDA TANNOUS
VP of HR & Staff Development, PremierOne Credit Union



NEELAM VIJAY
Software Engineering Manager at Juniper Networks



DAVID WILDE
Retired - pursuing interests at the intersection of human rights, environmental justice and climate change



MIN WANG
Vice President of Digital Marketing at Smartsheet



SANDY YU
Growth Executive at Revenue Retention Advisors LLC



TAO ZHANG
Vice President of Deputy General Counsel at Juniper Networks

WOMEN IN LEADERSHIP LEAGUE
WILL CONFERENCE

Industry Mentors



Debbie Abbott

Finance Lecturer, SJSU

Debbie Abbott has over thirty years of experience in marketing and finance with leading Silicon Valley companies. She is currently a finance lecturer at SJSU and a board member for the City of San Jose's Retirement System. Her most recent marketing role was as the Director of Content and Campaigns for Flex. She leveraged her social media network to land that role. She believes networking through social media is an essential tool for all job seekers. "It's not just what you know, it's who you know."

After receiving her MBA in Finance from UCLA, Debbie worked as a financial manager at Xerox for ten years where she was recognized for her financial forecasting and planning. Then she made a career change into marketing and has held senior marketing management at Flex, Cisco, Xerox and more. She also did marketing strategy consulting for several leading Silicon Valley companies.



Usha Andra

Product Marketing Leader, Cisco

Usha Andra is a seasoned lead product marketer at Cisco, specializing in the company's Cloud and Data Center Networking platforms. She focuses on initiatives centered around automation, orchestration, and insights, with a particular emphasis on products like Cisco Nexus Dashboard, Nexus Hyperfabric, and 400G/800G Nexus switching, which prioritize operational simplicity, AI-ready data centers, and sustainability. Before joining the data center marketing team, Usha spent nearly a decade contributing to Cisco's global thought leadership initiatives, including the Annual Internet Report, Visual Networking Index (VNI), and Global Cloud Index (GCI), where she played a key role in forecasting the growth and use of Internet and cloud-based networks worldwide.

With nearly two decades of experience at Cisco, Usha began her career in the Strategic Marketing Organization, working on the Enterprise and Consumer segments, and later led initiatives within Service Provider marketing. She holds an MBA and a BSEE and has served as an adjunct faculty member at SJSU, teaching both undergraduate and graduate courses. Usha is a frequent speaker at industry conferences and is deeply

committed to mentoring and giving back, actively supporting the development of aspiring business professionals and sharing her knowledge to empower others.



Sunita Arora

Owner, Rare Reflektions

Sunita is a distinguished Learning & Development professional and certified coach with over 20 years of experience partnering with Fortune 500 companies and Silicon Valley startups. Holding senior leadership roles in L&D at organizations like GE Digital, her expertise has earned her recognition as one of the top 50 L&D leaders in the Americas by Corinium Global Intelligence. Sunita's top services include executive coaching, leadership development, L&D strategy and learning technology marketing. With a master's degree from Harvard University and certification as a Neuroscience brain-based coach, she has guided MIT and Harvard alumni through career mobility, transitions, and cultural immersions. Dedicated to driving growth and success, Sunita's talent for inspiring others makes her a respected leader in the L&D community.



Cynthia Broderick

Senior Director of Cloud and AI Sales, Cisco



Gabrielle Capolupo

Engineering Office of the CTO, Juniper Networks

Gabrielle has been with Juniper Networks since February 2007. She currently works for the Engineering CTO office and is responsible for providing program management for the Junos Architecture Council and a network service provisioning application project. She also started and manages the Juniper Women in Engineering (JWIE) employee resource group. Previously, she provided program management for the Juniper Distinguished Engineering (DE) and Principal Engineering (PE) communities. This included managing the Juniper DE PE Council - responsible for approving DE PE promotions and new hires, as well as the annual DE Summit. Previously in this team, she was responsible for project managing several DEs working on major OS library

re-architecture. Prior to her work in the CTO office, she was Sr. Director of Junos Governance, responsible for policy, process, criteria and schedule for all Junos OS software releases.

Prior to Juniper Networks, in her more than 11 years with Cisco Systems, she was Sr. Engineering Manager for the IOS Packet Engineering Group, responsible for large-scale corporate level software infrastructure planning and implementation. In addition, previous roles included remotely managing the Edge Services software team in Bangalore India, the collective hardware and software engineering teams for the leading Broadband Aggregation platform, and the IOS Source Code team, responsible for all major source code integration. Prior to her employment with Cisco Systems, Ms. Capolupo spent over seven years at various positions at Novell, Inc.

Gabrielle has served as a lead judge for the International Collegiate Business Strategy Competition since 1995, after participating as a graduate student for San Jose State University (SJSU). She has made a number of industry panel presentations including sessions for Women in Technology International (WITI), Women in International Trade (WIT), Women Unlimited, the Project Management Institute of Silicon Valley and the SJSU Women in Leadership League. She was the Commencement Speaker for the 2023 Class of the Lucas College and Graduate School of Business at SJSU. Beginning in 2022, Gabrielle is a professional mentor for the TechWomen program, which is sponsored by the US Department of State. Gabrielle received her Master of Business Administration from San Jose State University and her Bachelor of Arts, Cum Laude, from the University of Massachusetts at Amherst, where she was a member of the Alpha Lambda Delta National Honor Society and the Men's Varsity Crew.



Annie Chen

Sr. Director of Consumer Business, Trend Micro Inc.

Annie is a senior-level business professional with 20 years of software industry experience, ranging from product marketing, online marketing, e-commerce operation, to business management. She currently serves as Sr. Director at Trend Micro, a global leader in cybersecurity solutions, and is in charge of the consumer business in North American and European markets. Annie has a track record of driving business results through strategic planning and solid execution, and she is known for her ability to build and lead talented and motivated global teams. Annie cares deeply about diversity and inclusion and is part of Trend Micro's Trending Women's initiative, which is designed to help women enter and grow in the world of cybersecurity. She holds a B.S. in International Business from Taiwan University and an MBA degree from the University of Washington.



Jacqueline Craig

Sr. Director of Business Development, CriticalRiver

Jacqueline Craig is the Senior Director, Business Development, at CriticalRiver. In her role, she spearheads a high-performing team dedicated to creating sustainable business opportunities through strategic territory planning, innovative marketing, and effective prospecting. Her ability to forge and maintain trust-based relationships with C-level executives has not only strengthened CriticalRiver's reputation but has also established valuable partnerships that drive our success.

With over 20 years of experience, Jacqueline has been instrumental in achieving numerous company milestones. Before joining us, she held significant leadership roles at Miracle Software Systems as the Senior Business Development Executive, MuSigma as Chief of Staff, and PragmaEdge as Head of North America Sales.

The proud alumna of Northwestern University is also passionate about empowering women in technology. She founded the Tri-Valley Women in Tech Circle to help dismantle barriers for women pursuing careers in STEM and actively participates in the Women in Leadership League at San Jose State University. Her commitment extends beyond business; she has mentored individuals at the Therapeutic Riding Center and is heavily involved with the Tim Tebow Foundation's Night To Shine event, celebrating people with special needs.



Lisa Etherington

Vice President of Inventory Management, Old Navy

Lisa Etherington is the Vice President of Inventory Management at Old Navy, she brings over 25 years of diverse experience within Gap Inc. Lisa is a graduate of San Jose State with a Degree in Social Sciences.

Throughout her career, she held various roles across buying, merchandising, planning, allocation, and distribution, with a strong focus on launching new businesses and entering international markets.

She had the privilege of opening stores in Japan and China, experiences that stand out as some of her most rewarding moments in her career. Her expertise also includes managing large teams of up to 80 people, where she likes to prioritize direct engagement and collaboration. She believes in empowering her team to learn, make mistakes, and continuously improve, while also being hands-on and ready to dive into

details when necessary. Her journey has equipped her with a comprehensive understanding of the retail landscape, particularly in Asia, and is passionate about driving innovation and excellence in inventory management and the supply chain.



Lisa Hall

Chief Information Security Officer / Venture Advisor / Advisory Board Member, SafeBase

With over 17 years experience in the information security field, Lisa focuses on building holistic security strategy and comprehensive information security management programs- ensuring products and business systems are developed with security in mind. Lisa believes security should make it easy to do the right thing. Lisa has experience building and growing teams, leading companies through IPO, acquisitions & mergers, and leading Application/Product Security, Infrastructure Security, and Compliance programs (SOX, SOC2, ISO 27001, FISMA, FedRAMP, & HITRUST). Lisa is a Venture Advisor at YL Ventures, an Advisory Board Member for Day of Shecurity, and sits on the Executive Advisory Board for San Jose State University's School of Information Systems & Technology's Center for Organizational Resilience. She is also a co-author in "Reinventing Cybersecurity"- A JupiterOne book authored by female and non-binary security practitioners. Lisa has held Information Security leadership roles at PagerDuty, Color Health, Twilio, and EY.



Carin Kaltschmidt

Digital Consulting Leader | Adjunct Professor | Actor | Podcaster | Organizational Changemaker | Agile Design Thinker

Carin brings 25 years of extensive industry experience as a former Partner at EY and KPMG Consulting, where she specializes in global business and technology transformations. Her background and passion for entrepreneurship are central to her role as a SJSU University professor, where she inspires and empowers the next generation of leaders. Carin's expertise encompasses collaborating with businesses to innovate operations, integrate technology, and remodel workforce dynamics. She has consulted for premier global companies such as Cisco, Disney, eBay, HP, Logitech, Oracle, NBC Universal, and Sony Entertainment Pictures.

She earned her MBA from Hult International Business School and a Bachelor of Science from Cal Poly Humboldt, where she received the Distinguished Alumni Award in 2020. She serves on the Cal Poly Humboldt Foundation Board, supporting student scholarships and programs. As a professor at San Jose State University, she teaches a

Business Honors Management Information Systems course. Additionally, she is a faculty member in the master's program at Hult International Business School, where she teaches entrepreneurial students in leadership and strategies for business disruption.

An active leader in the Project Management Institute (PMI), she serves as the PMI SF Bay Area Board Executive Treasurer and guides finance and leadership programs. Her commitment to nurturing future entrepreneurs is evident through her roles as a judge for the Hult Prize, SJSU's Silicon Valley Innovation Challenge, and the Black Ambition Competition. Carin enjoys acting on stage, graphic design, digital marketing, international travel, mentoring, water sports, and hiking.



Joy Kenny

Human Resources Manager, Thermo Fisher Scientific

Joy is a HR Professional with 12+ years of experience across the Department of Defense, Healthcare, Tech and BioTech industries. Her interests focus on Leadership Development, Change Management, Employee Engagement and Data Analytics. Joy earned her BA degree in Psychology from San Diego State University and MS in HR Management from Claremont Graduate University.



Inyong Kim

Vice President of People, Autodesk

Inyong Kim is the Vice President of People at Autodesk, a global leader in design and make software. She leads the HR Business Partner team for Platform & Industry Solutions, as well as the Organizational Effectiveness Center of Excellence. In this role, she drives strategic people initiatives that empower Autodesk's global organizations worldwide.

With more than two decades of HR leadership experience in the high-tech industry, Inyong has played a pivotal role in driving organizational growth and transformation. Prior to joining Autodesk, she served as Vice President of Employee Experience at Adobe and held HR leadership positions at Yahoo!, VMware, and Interwoven.

Recognized for her ability to navigate complex organizational landscapes, Inyong excels in developing top talent, building high-performing teams, and executing enterprise-wide initiatives with strategic vision. She is passionate about fostering inclusive, agile workplaces that drive both business success and employee engagement. Inyong holds

a B.S. in Business Administration with a concentration in Human Resource Management from SJSU.



Becky Marques

Senior Director of Product Management, Cisco Systems

Becky Marques is Senior Director, Product Management at Cisco Systems. With 20+ years of product management experience, Becky leads the platform product management team for the Data Center Networking portfolio. Previously, Becky led the platform product management team for Catalyst 6K products.

Before joining Cisco, Becky was Distinguished Member of Technical Staff at AT&T Bell Labs, where she was involved in the definition, design, and development of carrier-class network management software. Becky holds a BA in Computer Science and Mathematics from New York University, and an MS in Computer Science from Columbia University.



Alvina Nishimoto

Scrum Master, Jack Henry & Associates

Alvina spent 34 years at HP in R&D and Marketing developing the HP Materials Management product, database and interoperability solutions, and various new business solutions. She spent 2 years at Symantec Corporation where she was the Engineering Enrichment Leader and then 3 years as the Agile Coach at the City of San Jose. Alvina currently is a Scrum Master at Jack Henry & Associates, a leading provider of banking software. She has a B.S. and an M.S. in Management Science and Engineering with a specialization in computer utilization from Stanford University.



Amanda Sandoval

Executive Communications Leader, Cisco

Eager communicator with 8+ years of experience in marketing and communications. I enable senior level executives to deliver compelling and strategic messages to their intended audiences. I have a passion for people, community, and empowerment. I am constantly looking for ways to bring people together through compelling content and storytelling!



Aida Tannous

VP of HR and Staff Development, PremierOne Credit Union

Aida is currently VP - HR and Staff Development at Premier One Credit Union with 13 years of experience in Head of Human Resources roles. Her career has taken her through a multitude of industries and her experience covers a wide range of HR practices such as talent acquisition, benefits, payroll and employee life cycle, and talent management. Aida graduated from San Jose State University and she is a proud founder of leadtohappy, an organization aimed at helping young professionals find their professional passions, their purpose and ultimate joy in the work they do.



Neelam Vijay

Software Engineering Manager, Juniper Networks

Neelam is a seasoned engineering leader with over 20 years of experience spanning various engineering disciplines. She currently serves as a Software Engineering Manager at Juniper Networks, where she leads a high-performing team. Throughout her career, Neelam has held diverse roles, including Customer Support, Solutions Test Engineering, and Automation Lead, demonstrating her versatility and deep expertise in the tech industry.

As a core member of the Juniper Foundation Committee, Neelam is passionate about driving both community and industry growth. She also plays a key role as a Professional Mentor for the Tech Women Program, sponsored by the US Department of State, where she empowers and supports the next generation of women in technology.

Neelam actively contributes to several professional organizations, including serving as VP of Public Relations at the Juniper/Bay Area Toastmasters club(s), and as a Board Advisor for the Rajasthan Institute of Engineering and Technology (RIET). An internationally recognized speaker, she is also a member of the Institute of Innovation in Technology & Management (IITM) in Delhi, India, and frequently speaks at Rajasthan Technical University (RTU), where she also serves as a student counselor.

Outside of her professional commitments, Neelam enjoys a vibrant personal life, with a passion for dancing, music, and hiking, maintaining a healthy balance between work and personal pursuits.



David Wilde

Dave retired after enjoying a 38-year career with Hewlett-Packard and related spin-offs, where he held and enjoyed a wide breadth of roles including software development, business leadership, marketing, product management, strategy/planning, and operations. Dave has taught classes in leadership and innovation in the SJSU Lucas College of Business since 2018. During his career, Dave was active in the community, supporting local schools and youth sports in various ways.

As Dave begins his retirement journey, he plans to pursue interests at the intersection of the environment, human rights and environmental justice.



Min Wang

Vice President of Digital Marketing, Smartsheet

Min Wang is a technology marketing executive with over 20 years of experience in the B2B tech industry, encompassing software, hardware, and SaaS. A transformative, passionate, and results-driven leader, Min has a proven track record of success in customer experience, digital transformation, IT modernization, and marketing innovation. Tech-obsessed and data-savvy, she is skilled at leading

growth marketing that balances art and science. Min is adept at building and inspiring multidisciplinary global teams.

Min's prior experience includes CMO at Scalyr (now SentinelOne), VP of Strategy and Operations at Cisco, VP of Digital Marketing at Brocade, and leadership positions at NetApp. She began her career in IT engineering and architect roles at EMC and Legato.

Min holds a master's degree in computer science from Wayne State University and a medical degree from Shandong University School of Medicine in China.



Sandy Yu

Growth Executive, Revenue Retention Advisors, LLC

Sandy is the founder and the growth executive with Revenue Retention Advisors, LLC. She focuses on helping companies drive growth from their customer base by increasing revenue retention, product adoption and customer lifetime value. Sandy has over 20+ years of experience, leading teams and initiatives in sales, product and customer success, for global enterprises including Oracle, Cisco, PricewaterhouseCoopers

and WebEx. Outside of work, Sandy is an avid mentor and volunteers with San Francisco Chambers' Job Forum and Recast Success. She loves to travel, listen to

podcasts, and play both tennis and pickleball. She's also a mom to teen twins and one very cute dog.



Tao Zhang

Vice President, Deputy General Counsel - Product, IP, Privacy, and Procurement, Juniper Networks

Prior to Juniper, Tao was Associate GC of IP and Technology at Ansys, and senior director of IP strategy at Huawei Device USA, respectively. Before Huawei, she was with Hewlett-Packard for 23 years. She earned a JD from Concord Law School and a PhD in Physics from Stanford University. Dr. Zhang is a member of the California Bar and a registered patent attorney with the USPTO. She has recently obtained the CIPP (Certified Information Privacy Professional)/US and AIGP (AI Governance Professional) certifications, both from IAPP. She is co-author of the book "Mining Ideas for Diamonds – Comparing China and US IP Practices from Invention Selection to Patent Monetization".