



Summer 2016 Newsletter

August, 2016

## TEXAS WOMEN IN HIGHER EDUCATION E-NEWSLETTER

*TWHE Mission: Developing, advancing and supporting women who hold or aspire to leadership roles in higher education*

***TWHE is the American Council on Education (ACE)  
Women's Network State Organization for Texas***



### **TWHE 2017 Conference**

**Save the Date!**

Please join us at the 2017 TWHE State Conference  
Sunday, April 2, 2017 to Tuesday, April 4, 2017  
San Marcos, Texas

**Conference Facility  
Embassy Suites by Hilton  
Hotel Conference Center and Spa**





## President's Welcome

I am truly honored to serve as the new President for Texas Women in Higher Education. I want to send out a big thank you to Kristin Harper for her leadership and dedication to TWHE as President from 2014 to 2016. My goal is to continue the great work she has started in support of TWHE's mission of advancing women who hold or aspire to leadership roles in higher education.

The TWHE Board of Directors held its annual summer retreat on May 25<sup>th</sup> at St. Edwards University in Austin. At this retreat, the Board reviewed our strategic priorities and goals for 2015-2016 and developed the 2016-2017 goals. I'm happy to report that we were able to achieve all of the goals that we set for ourselves last summer. Setting the goals for 2016-2017 was not an easy task since the Board is filled with hard-working, highly-motivated women who want to accomplish everything for TWHE next year. But we were able to create a manageable number of goals for next year. Here is a brief synopsis of a few of the things we have planned for next year.

The Board continues to explore ways to improve the effectiveness of TWHE. The Board plans to strengthen the IR program by improving communications with IRs and improve the TWHE website to include professional development opportunities. The 2016 TWHE Conference was a great success (see conference summary below). The 2017 conference planning committee, which is chaired by Debbie Thorne at Texas State University, will use the feedback from this year's conference to develop a conference that meets the needs of our members. One of the items we discussed was adding a career-building track at the conference for those women looking for tools to advance their career.

The Board also set a goal to promote the American Council on Education's Moving the Needle initiative through conference presentations and communications with college and university presidents. If you are not familiar with the Moving the Needle initiative, I suggest you research it either by visiting ACE's website at [www.acenet.edu](http://www.acenet.edu) or by reading the information provided below.

As you can see your Board is hard at work for Texas Women in Higher Education. If you have any questions about TWHE or you would like to get involved with any of the committees, please contact me at [amathew@gc.edu](mailto:amathew@gc.edu). Cissy Matthews, Vice President of Instruction, Galveston College.



## American Council on Education

### [Moving The Needle: Advancing Women in Higher Education Leadership](#)



This collaborative, multi-association initiative seeks to increase the number of women in senior leadership positions in higher education through programs, research, and resources.

While many believe that women's battle for gender parity in the workplace has already been won, recent data suggest that this is far from reality. According to ACE's [The American College President](#) 2012 report, only 26% of the nation's college and university presidents are women and the rate of change has stalled since the late 1990s. Although women now earn the majority of all college degrees and are well represented in entry- and mid-level positions in most sectors of the economy, they have made surprisingly little progress in advancing to chief executive positions.

The American Council on Education's [Women's Network Executive Council](#) will lead the effort to raise national awareness of the importance of achieving parity and to suggest practices aimed at achieving the goal of equal representation of women in senior leadership positions in higher education. This collaborative, multi-association initiative seeks to increase the number of women in senior leadership positions in higher education through programs, research, and resources.

#### **Goals**

A roundtable discussion featuring over 50 representatives from associations and organizations with active women's leadership agendas was held in the summer of 2014. The following 4 goals were introduced. The convening gathered signatures from individuals committed to working to advance one of the specific goals.

1. Generate a national sense of urgency elevating the need for advancing women in higher education leadership positions.
2. Encourage governing boards and other higher education institutional decision- & policy-making bodies to consider practices for recruiting and hiring women to chief executive offices.
3. Achieve women's advancement to mid-level and senior-level positions in higher education administration by building capacities in women and in institutions.
4. Suggest practices and models that recognize success in advancing women in higher education.



## TWHE 2016 Annual Conference Summary

**Mary Sherwood, 2016 Conference Chair**



The 2016 Texas Women in Higher Education Annual Conference, themed “Navigating Uncharted Seas,” was held April 4-6 at the Omni Hotel in Corpus Christi. A total of 200 people attended, from 50 entities, including public and private four-year schools as well as community colleges, technical colleges, system offices, non-profits and businesses. About 40 Institutional Representatives gathered for dinner on the Sunday prior to the conference and discussed TWHE activities and organization at the campus and regional levels.

The conference featured inspirational speakers such as Texas A&M University-San Antonio President Cynthia Teniente-Matson, Texas Tech Regent Debbie Montford and Baylor Law School Dean Leah Jackson Teague, who focused on the American Council on Education’s initiative, Moving the Needle: Advancing Women Leaders in Higher Education.

Especially well-attended concurrent sessions included: Navigating the Path to Leadership with search firm professional Ryan Crawford; Navigating the Literature: Provocative and Important Books with Rissa Potter and Noel Bezette-Flores; and Navigating Gender Communications, with Annie Phillips and Shannon Scott from Texas Woman’s University.

“HerStory” panelists shared their own paths to leadership and lessons they learned along the way, from always taking the high road to learning to listen, learning to admit when you’ve made a mistake and being sure that you have an ethical framework. The panelists included Marjie French, vice president for external relations at UT-San Antonio; Sandra Harper, president of McMurry University; and Kelly Quintanilla, provost at Texas A&M University-Corpus Christi.

Respondents to the conference evaluation overwhelmingly reported that the topics presented were of value to them, the quality of the presentations were excellent and that they learned something useful from the presentations. Comments from attendees included:

“It was really an empowering experience for me. I loved the chance to share experiences with women in so many different positions.”

“I had a wonderful time meeting so many female professionals and loved the sessions.”

“I was pleasantly surprised that the conference attendees included staff, faculty and administrators.”

“I had a great experience having the opportunity to learn from successful women in higher education.”



## TWHE 2016 Annual Conference Pictures





## **TWHE Recognizes President Dana G. Hoyt** by Nancy King Sanders



Dr. Dana G. Hoyt has a dual background in finance and education which helped lead her to the path of President at Sam Houston State University. Dana believes that at the Core of Institutional Value there should always be an emphasis on Leadership. She began her career as a Certified Public Accountant after completing her Bachelor of Science Degree in Business Accounting and Master of Business degree from Texas Woman's University. Dana also pursued her Ph.D. in Accounting at the University of Texas at Arlington. Afterwards, she returned to her alma mater and served as an Accounting Faculty member and was a leader on the faculty senate. She was offered a one semester internship in the area of higher education financial services which helped to complete her broad spectrum of abilities that encompasses finance and education at both public and private universities.

Dr. Dana Gibson Hoyt assumed the presidency of Sam Houston State University on September 1, 2010, after serving as the university's vice president for finance and operations since April 2009. Before coming to SHSU, she served as president of National University, the second largest private nonprofit institution of higher education in California. She previously held vice presidential positions at SMU, University of Colorado at Denver, YMCA of Metropolitan Denver and Texas Woman's University.

Even while serving in various vice presidential positions, Dr. Hoyt continued to maintain her faculty role as a professor. She teaches in the areas of both finance and education in the AALI – American Academic Leadership Institute. At a recent Statewide Faculty Senate, her topic was leadership and support of the faculty. What Dana enjoys most about her presidential role is the ability to impact more students.

A fun fact that Dana admits to as an administrator is the multiple impacts to your schedule that are outside your control, including state and regional meetings. She also serves as the president of CPUPC (Council of Public University Presidents and Chancellors). In her role as President of CPUPC, she promotes diversity and is a strong supporter of the *Moving the Needle* Initiative.

Dana has had four influential mentors throughout her career move to President of Sam Houston State University: Brenda Floyd, Vice President of Finance at Texas Woman's University; Jim Shore, Chancellor at the University of Colorado-Denver; Ann Die Hasselmo, Academic Search and American Academic Leadership; and Gerald Turner, the highly successful President of Southern Methodist University for more than twenty years. She has had the privilege of learning from all of these leaders.

Dana's advice to other women who hold or aspire to leadership roles in higher education is to observe and listen to leaders. You should value a mentor's time by minimally and specifically going to the mentor with a targeted question to use their time well and create a better learning environment. The president's job

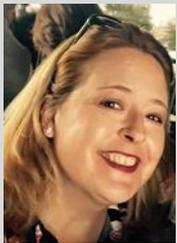


should be viewed in a “Big Picture” sense. Dana says that as a leader one should always be open to explaining various topics and that round tables and open forums provide an excellent opportunity to open a dialog.

The other advice for women leaders in higher education is to diversify your experience so that you can develop a breadth of knowledge. “The more you move up, the more you need experience in all aspects of higher education.”

## TWHE Board Member Perspectives

### Lori Eggleston Thorp



Lori Eggleston Thorp, Director, New College Support Services, St. Edwards University (Austin)

How long have you been involved with TWHE? What types of TWHE activities did you participate in before joining the board?

I was invited to join the board in Fall 2015. Prior to that, I was aware of TWHE and wanted to become involved but knew very little about the organization or how to become an active participant.

Why do you find service on the TWHE board rewarding?

Again, I’m relatively new to this, but I enjoy the collaboration of professional women who are supporting one another (and women in general) in higher education. I am eager to learn from other board members and look forward to contributing to the organization.

List your degree/s and corresponding institution/s?

BA (English) Sam Houston State University

M.Ed., Southwest Texas State University (now Texas State University)

What would you say to a colleague interested in learning more about TWHE? (or interested in attending a conference, serving as an IR, joining the board)

I would strongly encourage any woman in higher education who’s dedicated to collaborating with, learning from, and advocating for other professional women to be a part of TWHE. I hope that with increased outreach and marketing, the organization will continue to grow and as a result, more and more professional women will benefit from all TWHE has to offer. I would say that in the few months I’ve been a part of TWHE, I’ve been impressed with the level of support, dedication, and professionalism of the board members.



What is a key issue for you as a (woman) higher education administrator and how is TWHE addressing it?  
There are several key issues: forging our way in various leadership roles (often without clear expectations and guidance), what it means to be an exemplary leader in higher education, and networking with other professional women in higher education are all important to me. I am grateful that my role on the board is giving me an opportunity to learn from and network with women leaders from across the state from a variety of institutions and am eager to see the ways that TWHE addresses the many issues that face women in higher education.

## Rissa Potter



Rissa Potter, Ph. D., Ex-officio member as CPUPC sector representative, Board Chair-2013, Conference Chair-2011, Founding TWHE Board member-2006

How long have you been involved with TWHE? What types of TWHE activities did you participate in before joining the board? I had the privilege of meeting with a group of women at Baylor University in 2006 to discuss the resurrection of TWHE. The organization was initially established in the early 2000's, but the women driving the organization received wonderful professional opportunities outside the state, so the effort stumbled.

Why do you find service on the TWHE board rewarding?

The variety of women from all three sectors of higher education who contribute their time and talents to TWHE are wonderfully amazing! I have established many professional and personal friendships over the ten years of my affiliation with TWHE.

List your degree/s and corresponding institution/s?

Ph.D., Educational Administration, Higher Education, Texas A&M University

“An Analysis of Part-time Instructional Faculty Salary in Selected Community College Districts,” Doctoral Committee Chair: Bryan R. Cole, Ph. D.

M.A., English and Communication Studies, St. Mary's University, San Antonio, Texas

B.B.A., Finance, St. Mary's University, San Antonio, Texas

What would you say to a colleague interested in learning more about TWHE? (or interested in attending a conference, serving as an IR, joining the board)

We welcome your interest and ideas! The first few years for TWHE were dedicated to conducting the annual conference and forming a baseline of operations. Now, the organization benefits not only from the annual conference gathering, but also from a record-breaking number of regional conferences celebrating women and topics in higher education administration. The Institutional Representative program is institutionally based and offers women a chance to meet with local colleagues in a variety of formats. Essentially, TWHE offers a wide range of opportunities to become involved at the level of interest and commitment for which meet personal goals.



What is a key issue for you as a (woman) higher education administrator and how is TWHE addressing it?  
My interest is in facilitating networking opportunities across the state, and I've made it a personal goal for TWHE to have active participation and idea exchanges with women representing public universities and health institutions, community colleges, and Texas' private universities and colleges.

## **TWHE Leadership Development Grant**



Debbie M. Thorne, Ph. D., Associate Vice President for Academic Affairs | Professor of Marketing, Texas State University, Leadership Development Grant Coordinator

### **2016 TWHE Leadership Development Grant Recipients**

The TWHE grant program is designed to support women in higher education in Texas as they pursue opportunities for advancement and professional growth. Recipients are recognized in various TWHE communications and report on their projects at a subsequent TWHE annual conference. Please join us in congratulating these recipients as they pursue projects that both advance their professional goals and support TWHE's vision of transforming higher education leadership in Texas and beyond.

**Deirdre Lannon Albrecht, Texas State University**  
**Dr. Maneka Brooks, Texas State University**  
**Dr. Casey Graham Brown, University of Texas at Arlington**  
**Lisa Brown, Texas A&M University**  
**Autumn Caviness, Huston-Tillotson University**  
**Jacqueline Head, Texas Woman's University**  
**Judy James, Collin College**  
**Dr. Kimberly Miloch, Texas Woman's University**  
**Dr. Marie Sesay, Lone Star College – Kingwood**  
**Dr. Tara Tietjen-Smith, Texas A&M University – Commerce**

For more information about TWHE's vision, mission and strategic priorities, please visit: <http://www.twhe.org/about-texas-women-in-higher-education/>

For more information about the grant program, please contact Debbie Thorne at Texas State University: [debbiethorne@txstate.edu](mailto:debbiethorne@txstate.edu) or (512) 245-1217.



## TWHE Regional Initiative Grants

The TWHE Board of Directors has approved offering regional initiative grants to motivate colleges and schools to organize regional events focused on topics related to the success, support or promotion of women in higher education. THWE will award grants up to \$500 for regional initiatives such as meetings, networking events and speakers that are supportive of at least one of the TWHE strategic priorities. The application process and eligibility requirements are available at the Events Tab on the TWHE Web site ([www.TWHE.org](http://www.TWHE.org)).

### TWHE Regional Grant Awardee, 2016

On Friday, June 3, 2016, Texas A&M University hosted the 4<sup>th</sup> annual Women Administrators' Exchange Day. Women from Prairie View A&M University and Texas A&M University – San Antonio joined colleagues from the College Station campus for a full day of professional development and networking.



### Women Administrators Exchange Day Friday, June 3, 2016

**8:30AM – 9:00AM Continental Breakfast/Registration**

**MSC 2500**

**9:00AM – 9:15AM Welcome & Overview**

**Chris Kaunas**

**MSC 2500**

**9:15AM – 10:15AM Hot Topics in Higher Education – Session 1  
(Choose 1)**

**Cheryl Cato Kathleen  
Kavanagh Irene Moyna**

**MSC 2501**

**The Lone Woman: Surviving & Thriving - a panel discussion of being the “only one”**

**Jerry Smith Jane Welsh  
Laura Wimberley**

**MSC 2500**

**Serving Minority Groups - a panel discussion about programming for Veterans, LGBT, Low-SES, and First Generation Students**

**10:15AM –**

**Break**

**10:30AM**

**10:30AM –**

**11:30AM MSC**

**Her Stories**

**Blanca Lupiani Felicia  
Nave Deena McConnell**

**2500**

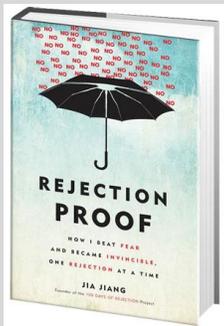


<b>11:30AM – 1:00PM</b>	<b>Lunch</b>	<b>Kanika Gakhar Cecile</b>
<b>MSC 2300A</b>	<b>Student Reflections on Leadership</b>	<b>Sorio Hannah Wimberly</b>
<b>1:00PM – 2:00PM</b>	<b>Campus Tour</b>	
<b>2:00PM - 2:15PM</b>	<b>Break</b>	
<b>2:15PM – 3:00PM</b>	<b>Hot Topics in Higher Education – Session 2 (Choose 1)</b>	
<b>MSC 2500</b>	<b>Difficult Dialogues: Skills that will help tackle some of work’s most common conflicts</b>	<b>Claire Gill</b>
<b>MSC 2501</b>	<b>Moving Up: Strategies for a successful job search in academic administration</b>	<b>Suma Datta Wendy Boswell Joe Pettibon</b>
<b>3:00PM - 3:30PM</b>	<b>Advocates for Women in Higher Education</b>	<b>Jeff Kapler Mark Zoran</b>
<b>MSC 2500</b>		
<b>3:30PM - 3:35PM</b>	<b>Closing Remarks</b>	<b>Lisa Brown</b>
<b>MSC 2500</b>		
<b>3:35PM - 4:30PM</b>	<b>Informal Networking / Brownie and Ice Cream Reception</b>	
<b>MSC 2502</b>		

## Book Review: *Rejection Proof* by Jia Jiang

[Amazon Link](#)

Review by Rissa Potter



Author Jia Jiang provides a well-researched quasi-self-help approach to dealing with personal rejection, but don't be misled by the conversational tone. Jiang's story spans a lucky 13 chapters reflecting upon a self-proclaimed challenge to beat his fear of rejection by engaging in 100 days of off-the-wall requests to strangers, complete with lessons learned along the way.

A successful student and sought-after employee, Jiang first questioned rejection occurred after being rejected for a business loan –he suddenly found himself not only asking how this could have happened, but why his reaction was so internally humiliating.

As he shared his personal reflections online, they evolved into a 100-day rejection challenge. Initially, Jiang's requests were simple, such as attempting to borrow \$100 from strangers (declined--but why?), but they eventually expanded to assumedly impossible requests, for instance asking a pilot if he could fly his plane (yes—but why was this accepted?).



Early on, Jiang realized the fear of rejection is a normal human condition. He built upon this with an understanding that rejection and failure are not the same thing. Jiang organized his rejection journey with central concepts including: dealing with rejection (including sustaining the conversation after the initial rejection by asking “why”, chapter 6); positioning for a “yes” by admitting obvious and possible rejections (chapter 7); and even how to deliver a rejection with the right attitude and reason for the rejection (chapter 8). Chapters 5-12 conclude with a helpful itemization of lessons learned related to the central concept of the chapter, encouraging the reader to embark in focused self-reflection.

The book addresses rejection as a perspective on doing business and addressing human nature and as a sales experiment with elements of a dare. Jiang presents an about-face response to rejection, recognizing the tendency to incorrectly translate rejection as personal criticism. Throughout the journey, Jiang finds a personal strength worth sharing, and well-worth the read.

## **TWHE Institutional Representatives (IRs): Making a Difference**

### **Nora Garza, IR Coordinator**



Nora Garza, Ph. D. Vice President for Resource Development  
Laredo Community College

Every institution of higher education in Texas has the opportunity to designate an Institutional Representative (IR). IRs keep women administrators on each respective campus up-to-date with information from the state and national organizations and create local opportunities of interest for women on campus. At this time, there are 108 IRs through the state of Texas representing two- and four-year, private and public institutions of higher education. IRs are undertaking many wonderful and creative ways to connect, empower, and support women in higher education.

The IR team is dedicated to expanding the number of institutional representatives from two-year and private institutions of higher education. Additionally, the team gathers, shares, and promotes local and regional events and activities conducted by the Institutional Representatives that support the advancement of women in higher education at their institutions and in their regions. To find out how to connect with your institution’s IR or to get involved as an IR, contact Nora Garza, [nrgarza@LAREDO.EDU](mailto:nrgarza@LAREDO.EDU).



## **Am I a member of TWHE?**

The clear answer is yes! By virtue of expressing your interest in TWHE, through participating in the annual conference or providing us with your email address, you are considered a member. TWHE does not charge membership dues. The organization is supported through the successful operation of the annual conference and the sponsorships and donations received in conjunction with the conference.

## **Check out TWHE Listserv**

For the latest news and information on TWHE and other topics related to women's leadership, sign up for the TWHE listserv by emailing [twheconnect@gmail.com](mailto:twheconnect@gmail.com).

## **“Like” Us on Facebook**

Join the TWHE community online by liking our Facebook page:  
<https://www.facebook.com/TexasWomenInHigherEducation>

## **TWHE Newsletter**

If you have an article or suggestion that you would like to submit to the TWHE Newsletter, please contact our TWHE Newsletter Coordinator, Nancy KingSanders at [nancy.kingsanders@tamuk.edu](mailto:nancy.kingsanders@tamuk.edu)