



## TEXAS WOMEN IN HIGHER EDUCATION E NEWSLETTER

Winter 2013

### TWHE 2013 Conference Preview—Save the Date!

“Shaping the Future: One Woman at a Time”

Texas Women in Higher Education Annual Conference

April 18-19, 2013

Grand Hyatt Hotel, San Antonio, TX

**TWHE 2013 keynote speaker: Sara Laschever**  
**co-author of**

“Ask For It: How Women Can Use the Power of Negotiation to Get What They Really Want” and  
“Women Don't Ask: The High Cost of Avoiding Negotiation--and Positive Strategies for Change”

Additional information in the spring TWHE newsletter!

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For information on TWHE, see <http://www.twhe.org/>

If you have an article or suggestion that you would like to submit to the TWHE Newsletter, please email [Nancy KingSanders](mailto:Nancy.KingSanders).

### Chair's Welcome

Welcome to the second TWHE e-newsletter. We're excited to have so many talented women from across the state interested in TWHE's programs and activities. Our "Save the Date" notice was recently sent announcing the 2013 TWHE annual conference, April 18-19, in beautiful San Antonio. Conference Chair Veronica Ramirez, The University of Texas at San Antonio, and a team of women met this fall to identify speakers and topics. Look for conference and registration information at [twhe.org](http://twhe.org) in early February.

The TWHE Board is responding to requests to provide additional services. These include advancing the Institutional Representative Program (IR) where one or two women from each postsecondary campus in the state volunteer to be an information resource on women's activities on their campus. This position is nominated (or confirmed) by the Office of the President; the IR may coordinate activities and promote them across their campus and local higher education community, as well as share this information with other IR's so we can learn together about the interests of our colleagues, effective programs and share networking opportunities. Contact Jean ([jean.keller@unt.edu](mailto:jean.keller@unt.edu)) for information on the program, to learn if your campus has a designated IR, or to volunteer as an IR.

Additional TWHE services include the promotion of regional events designed for women in higher education. Kristin Harper, Texas A&M University, is working with a committee to identify colleagues in national women's organizations active in Texas so we may work together in sharing common agendas and networking. President Maria Hernandez Ferrier, Texas A&M University-San Antonio, will host a regional reception (and pre-conference activity) early this spring. Former TWHE Chair Margaret Rice, University of Houston-Victoria, is leading our first coordinated effort to address policy issues of interest to women in higher education, and women in general, from a state and national perspective.

We are blessed with the guidance of three outstanding women presidents as TWHE Presidential Sponsors (Denise Trauth, Texas State University-San Marcos; Marjorie Hass, Austin College; and Betty Young, Houston Community College Coleman College for the Health Sciences) and the wisdom and enthusiasm of a dedicated Board of Directors. TWHE represents the interests of all three sectors of higher education in Texas—public and private—community colleges, universities and health-institutions. We look forward to hearing from you regarding the direction of TWHE as we expand the offering of a high-quality annual conference to a series of women-inspired programs. Rissa Potter, 2013 Chair, TWHE, Council of Public University Presidents and Chancellors/CPUPC.

### Am I a member of TWHE?

The clear answer is Yes! By virtue of expressing your interest in TWHE, such as participation in a conference, or in providing us with your email address, you are considered a member. TWHE is not currently a dues-driven organization and we hope to continue this format through successful operation of the annual conference and the sponsor-donations received in conjunction with the conference. Individuals interested in being included in TWHE mailings may visit the website: <http://www.twhe.org/contact-us/>.



### **TWHE Conference Sponsorship**

Interested in signaling your support of TWHE in a big way? Consider a donation as a conference sponsor. We offer five levels of support, beginning at \$250 through \$1,500+. These sponsorships are important to the operation of TWHE as a non-dues structured organization. TWHE sponsors are recognized on the TWHE and conference website, the conference program, and signage displayed throughout the conference. The check authorization process often takes longer than we think, so to start the process on your campus now. Contact Rissa Potter, [rpotter@cpupc.org](mailto:rpotter@cpupc.org), to request a sponsor form. Your support and that of your campus, is greatly appreciated.

## **Our Presidential Sponsors**



“I am proud to be a presidential sponsor for Texas Women in Higher Education. Mentors play important roles in all of our lives and I was fortunate to have wonderful mentors at various points in my career. I benefitted greatly from this and hope that our organization brings this benefit to our members.”

**Denise M. Trauth**  
President  
Texas State University

“The Texas Women in Higher Education is a valuable organization that seeks to inform, unite, and motivate women to achieve their goals and desires. This network of professional educators from every area of higher education is a wonderful resource for women of varying ages, ethnicities, and professional backgrounds to nurture the call of excellence in higher education. In past years, I especially enjoyed the camaraderie and support that I experienced and witnessed among attendees. Too often we operate in the busyness of organizational life and do not intentionally seize moments to bond and mentor other women working on the frontlines. The annual conference affords women the opportunity to bond and offer advice and support in a safe environment.”

**Betty Young, President**  
John B. Coleman, M.D. College for Health Sciences  
Houston Community College





"Preparing future leaders for our institutions is an important responsibility. I appreciate the opportunities Texas Women in Higher Education provides for women at all career stages to come together in the spirit of learning and support. The professional development experiences are invaluable, as is the chance to meet colleagues across the state and from a wide range of institutions."

**Marjorie Hass**

President  
Austin College



## “Networking with Women Just Down the Road” - Baylor and Texas A&M University Exchange

On June 8, 2012, 15 Aggie women administrators and faculty traveled 92 miles across the Brazos River to spend the day with their colleagues at Baylor University in Waco, Texas. The idea for a “Texas A&M/Baylor Women Administrator Exchange Day” grew from relationships formed at annual conference of Texas Women in Higher Education (TWHE), where women from both schools shared insights on the similarities and differences between large public and large private institutions. At the 2011 TWHE conference, Kristin Harper (TAMU) and Leah Jackson (Baylor) came up with the idea of a day-long exchange, visiting one campus each year. The inaugural 2012 exchange provided women from Baylor and Texas A&M the opportunity to learn about another type of institution from women administrators and faculty colleagues. The day was planned and coordinated by Lisa Brown, at Texas A&M, and Sinda Vanderpool, at Baylor.

President Kenneth Starr, Baylor University, welcomed the Texas A&M women to their beautiful campus. Next, a panel of three women administrators in academic and student affairs shared their stories, entertained questions and offered advice. A lunch with pre-arranged table hosts and discussion questions allowed for some one-on-one conversation. Following lunch, Baylor Provost Elizabeth Davis shared her story, which included professional and personal achievements. The remainder of the afternoon was spent in “job alike” conversation, pairing women with similar job responsibilities. The day ended with Dr. Pepper floats and fond farewells (Dr. Pepper originated in Waco, Texas). The highlight of the day for women participants from Texas A&M was the networking with women “just down the road” at Baylor. Several women made connections they intend to maintain through professional meetings, such as Texas Women in Higher Education. Plans are underway for Texas A&M women to host their Baylor colleagues in 2013. For information, contact [Kristin Harper](#), Texas A&M University.

## Institutional Representatives in Action –

Cissy Matthews, Galveston College; Agnes DeFranco, University of Houston; Dani Day, Collin College; and Jean Keller, University of North Texas have teamed up and are working to identify institutional representatives who serve as the liaison to their campuses. The team will expand the number of institutional representatives from two-year and private institutions of higher education. Additionally, the team will gather, share, and promote 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. We welcome your ideas and suggestions of women leaders on the numerous campuses that are not affiliated with Texas Women in Higher Education.

For additional information, please contact: Jean Keller, University of North Texas, 940-565-3427, [Jean.Keller@unt.edu](mailto:Jean.Keller@unt.edu)

## Exhibit coming to Bullock Museum examines role of women in Texas

**Excerpt from: Strategic Partnerships, Texas Government Insider, November 11, 2012**  
<http://www.spartnerships.com/newsletter/2012/tgi%2011-2-12/texas-government-insider-11.02.12.html>

“Women Shaping Texas in the 20th Century” is the newest exhibit coming to the Bob Bullock Texas State History Museum. The new exhibit, which will be on display from Dec. 8, 2012 through May 19, 2013, is hailed as the first major exhibition in 30 years to tell the story of the critical impact that Texas women have had on forging the development of Texas.

Among the women standouts featured in the exhibit are pioneering politician Barbara Jordan and All-Everything athlete Babe Didrikson Zaharias. The exhibit also examines the history of African-American opera singer Barbara Smith Conrad who faced racism and prejudice while enrolled at The University of Texas. There are also stories of women in Texas who were willing to fight for rights and improve public services and their achievements, crusades and dedication.

There is information about women and women's groups in business, education, civil rights, health care, government, the arts and the preservation of both natural and historic landmarks. The exhibit uses all of these stories to look at the changing role of women throughout the 20th Century.

## Miss Representation – a movie not to be missed!

If you have the chance to see (or even sponsor a showing of) the 2011 documentary *Miss Representation*, grab it! This dynamic movie written, directed and produced by Jennifer Siebel Newsom, reminds us how often girls and women are misrepresented in the media. Although one could come away quite depressed by the staggering amount of documentation produced overall (from personal stories to comparative statistics), the film is both a reminder of the current situation and a call to action. For me, I was inspired by hearing some of the high school students (and yes, some boys are interviewed) talk about their experiences, how appalled they are that women are still being represented this way in the media, and their own personal strategies to change the situation. The film focuses on young women and the media they are so often plugged into, and documents the prevailing tendency to portray women as objects. We know through our own careers how difficult it is to overcome stereotypes, and this movie only underscores how overwhelmingly women are still portrayed this way by the mainstream media and the work we still have ahead.

The film premiered at the 2011 Sundance Film Festival, and broadcast rights were acquired by Oprah Winfrey shortly thereafter for it to air on OWN. *Miss Representation* won Outstanding Documentary at the 2012 Gracie Allen Awards. Interviews are included with such luminaries as Rachel Maddow, Condoleezza Rice, Nancy Pelosi and Katie Couric. The documentary is also available for purchase (my library has a copy) or sponsorship. I was lucky enough to see the movie as part of a sponsorship by a local foundation which organized a panel of area women in leadership positions to discuss reactions after the viewing. For more information see the website <http://www.missrepresentation.org/> Gillian M. McCombs Southern Methodist University [gmccombs@smu.edu](mailto:gmccombs@smu.edu)



## ACE Launches Effort to Diversify U.S. Higher Education

<http://www.acenet.edu/news-room/Pages/Effort-to-Diversify-U-S--Higher-Education-.aspx>

October 15, 2012

Recent ACE research shows that while 57 percent of those enrolled in higher education are women, women constitute only 26 percent of college presidents. And while members of racial and ethnic minority groups make up 30 percent of college classrooms, only 13 percent of presidencies are held by these individuals.

Despite historical gains, progress has slowed over the past few years. Today, ACE is announcing the [Spectrum Executive Leadership Program](#), a new effort to make higher education's top leadership more representative of the people it serves.

The Spectrum Executive Leadership Program is an eight-month series of intensive study and guidance for senior level administrators who are seeking to become college presidents in the near future. The program is the latest representation of ACE's continuing commitment to access, equity and diversity in higher education. It is designed for, but not exclusive to, women and members of underrepresented groups.

The initiative is generously supported by [American Express](#), which has funded ACE efforts on inclusion in the past.

"Higher education faces a unique period of transition as scores of presidents, including minorities and women, are retiring. This presents us with a special opportunity to further diversify the ranks of the presidency," said Kim Bobby, director of ACE's Inclusive Excellence Group. "This program is designed specifically to help members of these underrepresented groups examine and build upon their skills, share their experiences and understand the nuances of the search process. We're especially pleased that members of boards of trustees and search consultants, who serve such a vital role in this process, will work with participants to develop mutually beneficial strategies that address issues of diversity and inclusion in the presidency."

"American Express recognizes the benefits diversity can bring to an organization," said Tim McClimon, president of the American Express Foundation. "We're proud to support the Spectrum Executive Leadership Program, which will capitalize on the depth of talent in the pipeline and prepare participants with the leadership skills to reach the top levels of the collegiate arena."

"The Spectrum Executive Leadership Program will add to our already robust suite of learning opportunities for aspiring administrators to advance in higher education," said Gretchen M. Bataille, ACE senior vice president for Leadership and Lifelong Learning. "By reaching out to historically underrepresented groups, we hope to build future leaders who will bring new and exciting approaches to the colleges and universities they one day will oversee."

Applications are open for the first cohort of the program. Up to 35 individuals seeking presidencies in the near future will be selected. Beginning in March 2013, the participants will have the opportunity for candid conversations in face-to-face convenings, as well as access to two webinars. They also will be matched with a college president who will serve as their advisor throughout the program.

During the program, participants will assess their own strengths and weaknesses, work on professional development plans, develop search strategies, hone their leadership skills and prepare for the transition into a presidency.

Planned sessions include:

- Answering the call to lead
- Mock interviews and contract negotiation
- Media relations and developing effective communications strategies
- Managing the transition into a presidency
- Assessing campus culture and implementing change
- Advancement and fundraising
- Working effectively with boards

For more information on the application process or the Institute, email [InclusiveExcellence@acenet.edu](mailto:InclusiveExcellence@acenet.edu). One of American Express' three platforms for its philanthropy is *Developing New Leaders for Tomorrow*. Under this giving initiative, which recognizes the significance of strong leadership in the nonprofit sector, American Express is making grants focused on training high potential emerging leaders to tackle important issues in the 21st century.

American Express is a global services company, providing customers with access to products, insights and experiences that enrich lives and build business success. Learn more at [americanexpress.com](http://americanexpress.com) and connect with us on [facebook.com/americanexpress](https://www.facebook.com/americanexpress), [foursquare.com/americanexpress](https://www.foursquare.com/americanexpress), [linkedin.com/companies/american-express](https://www.linkedin.com/companies/american-express), [twitter.com/americanexpress](https://twitter.com/americanexpress), and [youtube.com/americanexpress](https://www.youtube.com/americanexpress).

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## **Tylerites advocated for women's suffrage movement 11/05/2012 © Tyler Morning Telegraph**

<http://www.tylerpaper.com/article/20121105/NEWS08/311059970/0/BUSINESS01>

**BY EMILY GUEVARA**

(excerpts from the article)

With Election Day on Tuesday, the eyes of people around the nation and the world, for that matter, will be focused on the outcomes. But almost a century ago, the women of this nation were fighting for a say in the affairs of their world be it who should be president, working wages and hours, alcohol issues or educational ones. As the women's suffrage movement gained momentum during the late 1800s and early 1900s, Smith County women played a role in helping further the cause...

For four straight Legislative sessions, from 1911 to 1917, a resolution to enfranchise woman was introduced, but failed to pass the necessary hurdles to become law. In 1918, President Woodrow Wilson wrote Ms. Potter expressing his hope that the Texas Legislature would give women the right to vote in primaries. And that year, it did. Charles B. Metcalfe, a state representative from San Angelo, introduced the bill that passed the House 84-34 and the Senate 18-4.

Primary suffrage did not require a state constitutional amendment and therefore did not have to go before voters, according to The Handbook of Texas online. ... Statewide, 386,000 women registered to vote in the first 17 days after the bill became law, according to the online handbook... But women still could not vote in general elections. In 1919, Gov. William P. Hobby supported a state constitutional amendment that would grant women the full right to vote. But it also would strip the voting rights from foreign-born residents who were not naturalized citizens but had filed paperwork declaring their intention to become a citizen. The amendment passed by a large margin in Tyler and by a small margin at the county level. However, it failed statewide by 25,000 votes. Suffragists attributed the defeat to the second factor that would have pulled voter rights from foreign-born, non-citizen residents... Less than two weeks later, the federal constitutional amendment granting women the right to vote was sent to the states for approval.

On June 24, 1918, the Texas House voted for woman's suffrage 96-21. Despite some opposition, the Senate approved it four days later, according to the online handbook. Texas became the ninth state and the first of the former Confederate states to ratify what would become the 19<sup>th</sup> amendment to the Constitution. On Aug. 18, 1920, Tennessee became the 36<sup>th</sup> state to ratify the amendment and, because it achieved approval from three-fourths of the states, it became a part of the U.S. Constitution. Women thus gained the equal right to vote with men in every state in the U.S.

## **Bush Institute's program for Egyptian women grows in spite of challenges 1/1/2013 Dallas Morning News**

<http://www.dallasnews.com/news/community-news/park-cities/headlines/20130101-bush-institutes-program-for-egyptian-women-grows-in-spite-of-challenges.ec>

**By TOM BENNING**

(excerpts from the article)

As George W. Bush Institute officials looked last year for ways to empower women in the Middle East, they focused on a country that seemed prime for a democratic breakthrough: Egypt. Now, months after that country's promise dissolved into political chaos and civil unrest, institute leaders — including former first lady Laura Bush — remain resolute in launching an Egyptian women's fellowship program to develop leadership and networking skills. ... The 14 Egyptian women in the inaugural fellowship class remain fiercely optimistic despite problems they face in their country: threats to constitutional rights, abuses of political power and a struggling economy... Working off research that the power of a women's network — even more than educational opportunities — is the greatest indicator of success, Bush officials decided to focus on one country to help foster relationships there. "We need to ... have these networks that are broad, so there is a really loud voice that says, 'We don't want to live this way,'" Laura Bush said in an interview. "We don't want to be worried when we go on the street ... because that's not the kind of life we want."

**After Mubarak:** Egypt seemed a natural choice, especially as it emerged from three decades under the dictatorial rule of President Hosni Mubarak. The Bush Institute brought the 14 women representing different backgrounds and career paths to the U.S. in February for a month of training. ... But the promise of a new Egypt under President Mohammed Morsi didn't materialize as many had hoped, with protesters once again returning to the streets... The stagnant economy hasn't improved, and 50 percent of Egyptian women live under the poverty line of \$2 a day, according to Jessica Winegar, an anthropology professor at Northwestern University. Even some at the Bush Institute said they were perhaps a bit sanguine about what the women would face upon returning home...

**Showing its mettle:** Then, in ways that surprised even those at the Bush Institute, the women's network showed its mettle. Koura, who's working to expand the Association of Fundraising Professionals in the Middle East, started helping other fellows raise money. The women returned the favor with graphics, website and printing work, helping her secure \$30 million for cancer research in Egypt... In that manner, the event for 100 women came together. ...



## **Free symposium on women in politics to be Jan. 30 at SMU (from the Dallas Morning News, January 16, 2013)**

The John Goodwin Tower Center for Political Studies at SMU will host a “Women in Politics” symposium on Jan. 30 at the Meadows Museum on campus. Former U.S. Sen. Kay Bailey Hutchison will deliver the keynote address during lunch, discussing the role and presence of women in the U.S. political arena. The event is free and open to the public. Registration is required at [blog.smu.edu/towercenter/events](http://blog.smu.edu/towercenter/events).

The symposium will explore the landscape for female candidates for elective office in the United States, especially in state legislatures and Congress. The panels will discuss why progress in recruiting and electing women has been sluggish and differences between the national parties in efforts to recruit and elect women.

## **Review of TWHE 2012 Annual Conference, by Rissa Potter and Margaret Rice**

“The Women’s Leadership Imperative: Moving Up and Branching Out,” the theme for the 2012 TWHE Annual conference, proved an apt focus as approximately 140 senior women administrators in higher education came together to network, gain inspiration from listening to colleagues across the state, and acquire a deeper understanding from noted speakers of issues relating to women leaders and higher education. Comments included:

- I’m inspired and reaffirmed of my opportunities still to come in Higher Ed.
- Great conference. Very empowering.
- I am very excited that I came. I had the opportunity to meet a lot of great women in Higher Education.

A pre-conference opportunity provided insight on “Managing the Search Process” with a panel featuring Bill Funk, President, R. William Funk & Associates and TWHE members Jennifer Martin, Senior Associate Provost and Dean of the Graduate School, Texas Woman’s University and Pattie Orr, Vice President for Information Technology and Dean of University Libraries, Baylor University.

The conference officially opened with welcoming remarks from TWHE Co-Directors Margaret Rice, Chief of Staff, University of Houston-Victoria and Minita Ramirez, Vice President of Student Success, Texas A&M International University. The opening keynote address was provided by Anne Doyle, a radio and TV Sports Broadcaster, who spoke on research she did on America’s women achievers becoming local and national leaders. “Anne Doyle Q&A was excellent; brought up issues for women which were discussed in small groups throughout the conference,” remarked one attendee.

Following a brief break, three higher education leaders provided a meaningful “HerStory” discussion – always a favorite at the conference. Minita Ramirez, TWHE co-coordinator served as facilitator, joined by Nancy W. Dickey, President, Texas A&M Health Science Center and Vice Chancellor for Health Affairs, Texas A&M University System; and Wanda Mercer, Associate Vice Chancellor for Student Affairs, The University of Texas System. Attendees remarked on the insight, humor and motivation provided from “The Upper Branches” that also encouraged them not to give up.

The evening concluded with a back-to-back series of networking opportunities, the first involving a reception at The University of Texas at Arlington Faculty Club and concluding with desserts and conversation back at the beautiful Sheraton Arlington Hotel.

Friday morning began with a give-and-take discussion with the Honorable Royce West, a member of the Texas Senate and Senate Higher Education Committee. Senator West encouraged TWHE conference participants to participate in civic and community activities—locally and beyond. He also encouraged TWHE to consider its role in addressing policy for women and higher education in Texas. Robert Smith, provost, Texas Tech University, provided leadership lessons intermingled with stories of Dorothy of the Wizard of Oz fame and author L. Frank Baum, particularly concerning persistence and following your passion.

Several concurrent sessions gave the opportunity for participants to participate in small group discussions on topics of their choosing. Sessions addressed accelerated degree programs, your health and well-being, career and family balance, networking skills, and formal leadership development programs. The conference concluded with remarks by Beverly Bower, Director of the Bill J. Priest Center for Community College Education, University of North Texas.

Amid promises of “let’s stay in touch,” the 2012 TWHE conference attendees returned to their respective campuses, eager to hear of plans for 2013. Each year TWHE, since 2007, TWHE has hosted an annual conference that serves as a springboard for growth and enthusiasm throughout the state. Plans are underway for the best conference yet, scheduled for April 18 – 19, 2013, at the Grand Hyatt on the beautiful San Antonio Riverwalk. Hope to see you there.