



Fall 2016 Newsletter

November, 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***

**ACE WOMEN'S
Network™**

[TWHE 2017 Conference Registration Link](#)

Sunday, April 2, 2017 to Tuesday, April 4, 2017



2017 TWHE Conference – Hotel Reservations Now Open!

Visit **[Embassy Suites Hotel, Conference Center & Spa, San Marcos, TX](#)**

- Rooms start at \$91 per night (plus tax) for one guest. To secure a room at the conference rate, make your hotel reservations early.

Here's what past attendees had to say about the TWHE conference:

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

"I was thrilled to have such a meaningful experience and grateful for all of the hard work put into the conference."

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



President's Welcome

I have often heard the saying “busy women get things done.” As I work with the talented individuals on the Texas Women in Higher Education’s Board of Directors, I am reminded of that saying again and again. I would like to give you one example.

The TWHE Board hosts a monthly conference call to discuss progress on our goals and projects. On the date of our October conference call, I had to travel to a conference out of town but I rushed to get checked into my hotel room to be ready for the call. During the call it was revealed that another Board member had just gotten off a flight returning home from a meeting. Another member was driving somewhere outside of Texas but she stopped in the middle of a field to participate in the conference call. Even with all of the various projects and responsibilities that they had going on, the Board members figured out a way to fit this important conference call into their schedule. Again, busy women figure out a way to get things done.

One of the many benefits of being involved with TWHE is that you get to interact with busy women that are accomplishing outstanding things. These interactions inspire and motivate me to do more, learn new things and at times push myself outside of my small comfort zone.

So how can you get more involved with TWHE and the fabulous women that are a part of it? First, I would recommend attending the 2017 annual conference which is scheduled for April 2-4 in San Marcos, TX. At this meeting you will have the opportunity to network with women for all different types of institutions (2-year, 4-year, private, public) who come from many different areas (instruction, student services, administration, etc.). Second, I would recommend you visit our website (www.TWHE.org) and sign up to receive our newsletters. Previous issues of the newsletter are also available on our website. Lastly, I ask that you like TWHE on Facebook and follow us on Twitter (TXWomenHigherED).

If you have any question about TWHE or you would like to get involved with any of the committees, please contact me at amatthew@gc.edu. Cissy Matthews, Vice President of Instruction, Galveston College.



TWHE Recognizes President Johnette McKown

by Nancy KingSanders



On Sept. 1, 2009, Dr. Johnette McKown became the third president and first woman to lead McLennan Community College in Waco, TX. Since first opening its doors in the borrowed barracks of the shuttered James Connally Air Force Base in September 1966, McLennan Community College has been led by just two previous presidents. The college's first president, Wilbur Ball, served for 22 years, followed by Dennis Michaelis, who retired Aug. 31, 2009, after 21 years.

Dr. McKown has extensive business and management skills and is a decisive businesswoman and prefers to be seen as a great leader who happens to be a woman.

Becoming a college president was not Dr. McKown's original career choice but rather a journey. A Louisiana native, Dr. McKown earned her Bachelor of Arts Degree in English from Louisiana College after which she was a secondary school teacher for one year and then a secretary at the then North Texas State University before moving to Vernon with her husband Stan McKown, who was a clinical psychologist and is now a retired minister. While employed at Paris Junior College, Dr. McKown pursued her associate's degree and was possibly one of the first people to receive a reverse transfer degree. Dr. McKown also completed a Master of Education in Reading and Community College Education as well as her Educational Doctorate in Secondary and Higher Education in Curriculum and Instruction, both from Texas A&M University-Commerce.

In addition to Dr. McKown's wealth of education from multiple institutions, she has also served in multiple roles as faculty, secretary, director of business operations, executive vice president, and vice president of business services in higher education, giving her the breadth of knowledge to be the president of McLennan Community College. Dr. McKown has served as secretary in the Registrar's Office at North Texas State University for nearly two years, then secretary to the President of Paris Junior College for one year. For 10 years, she served as an adjunct instructor in the School of Education at Baylor University, where she taught Business and Finance in Higher Education in their Scholars of Practice doctoral program. She also served as vice president of business services for 13 years and executive vice president for six years at McLennan Community College with Dennis Michaelis as president.

Dr. McKown was fortunate to have been influenced by several people throughout her journey to become President of McLennan College, although the primary mentor was Dennis Michaelis, retired president of McLennan Community College. He served as a role model and encouraged her to



pursue higher education credentials as well as to move forward in applications for positions with higher responsibilities. She also credits her mother as a tremendous influence for honesty, integrity, persistence, and hard work.

Dr. McKown's career in higher education exemplifies her passion for helping students. She has advocated for community colleges to provide opportunity and access for students at all levels of higher education. Frequently, Dr. McKown intervenes on a personal basis as an advocate for students. As president of McLennan Community College, she has removed the "stigma" of attending community colleges by establishing an Honors College, and enhancing and expanding a Presidential Scholars program. She has also increased online course offerings, added an underground parking garage, increased the square footage of the campus by 40 percent, increased partnerships with four-year comprehensive universities, and fostered collaboration with the Waco community.

In addition to spending time on a treadmill daily, she is considered to be a "workaholic" evidenced by her service on many boards in addition to her presidential duties – exhibiting a strong work ethic that she learned from her parents. She serves on the Waco Family Practice Foundation Board and the Providence Health Network Board. Dr. McKown also volunteers periodically at the Gospel Cafe, and takes food to Talitha Koum Institute and started an emergency fund for students — the Stephen and Stuart McKown Student Emergency Fund Scholarship fund which helps students who don't have enough money for books or can't afford a bus ticket to get to class. In one case, someone needed dancing shoes to take a dance class. Additionally, Dr. McKown serves as the Chair of the Texas Association of Community Colleges, an association of all Texas community college presidents. She also is a member of the Board of Trustees of the Southern Association of Colleges and Schools Commission on Colleges.

Dr. McKown exhibits the highest levels of respect humility, honesty, and integrity in all aspects of her life as president and as a citizen, evidenced by her many honors and awards to include:

- 1993 – Pathfinder Award for Women in Non-Traditional Roles from YWCA
- 2000 – Woman of Distinction, Blue Bonnet Girl Scout Council
- 2004 – Carl M. Cheesie" Nelson Administrative Leadership Award, Texas Association of Community Colleges
- 2010 – Outstanding Alumnus, Texas A&M-Commerce
- 2012 – Harvard Seminar for Experienced Presidents
- 2013 – Fulbright Scholar to Germany
- 2016 – Aspen Institute Community College Presidents' Symposia



Dr. McKown's management style is that of a team builder. She suggests that all women leaders read *On the Edge: The Art of High-Impact Leadership* by Alison Levine and *Lean In: Women, Work and the Will to Lead* by Sheryl Sandberg. Dr. McKown's advice to other women in higher education who aspire to become a president is to develop relationships from day one and do not expect others to give you something. As McLennan Community College President, Dr. McKown desires to leave a legacy of even greater student success and greater community service and volunteer involvement in the community, marked by ensuring financial stability in unsure times.

TWHE Board Member Perspectives

Jennifer Martin, Ph.D., Interim Provost and Vice President for Academic Affairs, Texas Woman's University



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

I was privileged to be a part of Texas Women in Higher Education when it was re-formed in 2007. I was invited by a fellow graduate dean, Dr. Carol Williams of Abilene Christian University, to be a Board member. The women on the Board, led by Drs. Leah Jackson and Laine Scales from Baylor University, were inspiring as they formed a vision of a group that would develop and support women leaders in higher education across the state. A couple of years later, I had another great privilege—co-leading the group for two years.

--Why do you find service on the TWHE board rewarding?

My service on the Board for the past 10 years has been a source of great satisfaction as I've had both the opportunity to lead and to be a team member with amazing women who desire to enrich the leadership skills of women leaders in Texas higher education.

--List your degree/s and corresponding institution/s?

My own path to leadership began with degrees in Home Economics Education (B.S.) and Home Economics (M.S.) from Lamar University followed by my Ph.D. in Consumer Sciences from Texas Woman's University. My own career trajectory began as a home economist in business followed by several years as a high school teacher. I began my career in higher education as an instructor where I learned that my career would be more sustainable if I pursued my doctorate. Encouraged by my dean, I began a long-distance doctorate at Texas Woman's University. Because my husband accepted a position in the Dallas area, I was able to complete my degree as a full-time student while teaching part-time at the University of North Texas. Following my graduation, I accepted a position at Texas Woman's University where I progressed to the rank of professor and served as a program



coordinator, department chair, associate dean, graduate dean, vice provost, senior associate provost, and now interim provost. Today, I find mine to be a very unconventional career path because I chose to remain at one institution for 30 years. But, the path has also been very fulfilling as I've had the opportunity to be a part of an institution with much in common with Texas Women in Higher Education—developing women leaders in all fields represented at the University. In addition, I've benefited from long-term understanding of TWU and long-term relationships with faculty, staff, students, and alumni.

--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 have found the TWHE annual conferences to be valuable events for gathering “leadership nuggets” that directly apply to my own leadership. It is the one group in which I interact with women leaders in all areas of higher education, not just in my own discipline or occupying my same position. The viewpoints of those in higher education leadership outside of academic affairs broaden my view of the academy and prepare me to have more comprehensive perspectives on the challenges and impacts of higher education. Two of my favorite aspects of our annual conferences are HerStories and presentations by our own Texas leaders. HerStories are opportunities for all of us to hear leaders' career paths. So often we think that there is one right path to leadership positions; and these stories from women in leadership illustrate the many experiences and pathways that lead us to our leadership roles. Their stories also contain many leadership “nuggets,” and often I can apply them immediately in my position. Another favorite aspect of the conferences is the presentations made by our own Texas leaders. Texas is blessed with many strong women in all aspects of higher education leadership, and they enrich all of us with their presentations about varied factors in leadership development. I have found the annual conferences to be a place to invite developing leaders at my institution to participate because they gain so much in such a short period of time!

--What is a key issue for you as a (woman) higher education administrator and how is TWHE addressing it?

A prime goal of TWHE has been involving more women from more institutions in the state in leadership development. I encourage my colleagues to be a part of the excitement and community found in TWHE meetings so that they can be encouraged and developed in their leadership. TWHE helps to “move the needle” for the number of women in higher education leadership, which provides increasing numbers of women role models for the leaders of the future. I am hopeful that many of our colleagues from across Texas institutions will join us in TWHE as we advance women in leadership.



**Emily Klement, Ed.D.
North Central Texas College, Associate Vice President of
Academic Partnerships, Bowie/Graham Campus**



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

I have been attending TWHE conferences for several years. I remember being excited, encouraged and inspired every time!

--Why do you find service on the TWHE board rewarding?

For so many reasons, but particularly I love working with the amazing women leaders I have met through the years. Serving other women in support of their endeavors, dreams and goals is very rewarding!

--List your degree/s and corresponding institution/s?

- University of North Texas; B.S. Counseling Studies & Communications
- University of North Texas; M.Ed. Counseling
- University of North Texas; Ed.D. Higher Education;
- Community College Leadership-North Central Texas College & Texas Woman's 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 tell any colleague not to wait - and join as soon as possible. There is no other group quite like TWHE for support, education and networking for women leaders.

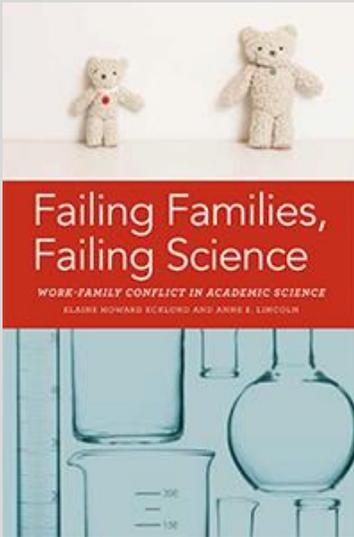
--What is a key issue for you as a (woman) higher education administrator and how is TWHE addressing it?

I believe a lot has been touched on through the years on how to be a good leader, but I think it is critical to have consistent training on leadership strategies and how to reach goals through purpose and vision. Also, we must stay current with national and state initiatives.



Book Review: *Failing Families, Failing Science* *Work-Family Conflict in Academic Science*

Elaine Ecklund and Anne E. Lincoln



Research: Women hit harder by the pressures of elite academic science
“We find that the fixed view of the ideal scientist has a significant impact on the ability of both women and men to stay in and succeed in academic science.” — Lincoln, Ecklund

Work life in academia might sound like a dream: summers off, year-long sabbaticals, the opportunity to switch between classroom teaching and research. Yet, when it comes to the sciences, life at the top U.S. research universities is hardly idyllic.

Based on surveys of over 2,000 junior and senior scientists, both male and female, as well as in-depth interviews, “[Failing Families, Failing Science](#)” examines how the rigors of a career in academic science makes it especially difficult to balance family and work.

SMU sociologist Anne Lincoln and Rice University sociologist Elaine Howard Ecklund paint a nuanced picture that illuminates how gender, individual choices, and university and science infrastructures all play a role in shaping science careers, and how science careers, in turn, shape family life. They argue that both men and women face difficulties, though differently, in managing career and family.

“We spoke with graduate students and postdoctoral fellows about their professional and personal aspirations — their thoughts about entering academic science, as well as the struggles they face in trying to obtain an academic science position while starting a family,” write the authors. “We spoke with those who have ‘made it’ in science by obtaining positions as professors, asking them about the hardships they face as they try to balance devotion to work and family, and what kinds of strategies they use to overcome the difficulties. We also examined their potential to change the institutional infrastructure of science. Through our interviews, we were able to dig into some deeper issues.”

Numerous women the authors interviewed indicated they had to hide the fact they had children until they were confirmed for tenure, said the authors. But they also found that family issues had an impact on career, and were a cause of concern, for men also.” ... many of those who are parents noted that their family commitments often negatively affect their opportunities for career advancement,” write the authors. “They say senior male scientists subtly and overtly sanction them for devoting themselves too much to their families — for example, criticizing them for not being fully devoted to their work when they take time off after the birth of a child.”



While women are hit harder by the pressures of elite academic science, the institution of science—and academic science, in particular—is not accommodating, possibly not even compatible, for either women or men who want to raise families. Perhaps most importantly, their research reveals that early career academic scientists struggle considerably with balancing their work and family lives. This struggle may prevent these young scientists from pursuing positions at top research universities—or further pursuing academic science at all — a circumstance that comes at great cost to our national science infrastructure. — *NYU Press*

REVIEWS

"Ecklund's and Lincoln's conclusions about the lives and aspirations of scientists may strike some as sheer heresy. But these are the very ones who need to read this book."

—Judith Blau, author of *Race in the Schools: Perpetuating White Dominance?*

"*Failing Families, Failing Science* makes an important contribution to the burgeoning scholarship on gender and science and to the particular aspect of that scholarship focused on work-life balance. The particular contribution of this study is the inclusion of men in the surveys and interviews, allowing the understanding of what may really be gender differences or discrimination compared to generational or disciplinary differences. As the authors rightly suggest, little change will occur in addressing this complex, decades-old problem until it is seen as a problem that both men and women scientists want solved. This volume will add the perspective of men's reasons and insights, along with those of women, to the demand for change."

—Sue V. Rosser, author of *Breaking into the Lab: Engineering Progress for Women in Science*

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 Institutional Representatives (IRs): Making a Difference



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

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.

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).

TWHE Regional Grant Awardee, Spring 2017 Conversations about “Women in the Work Place”

Baylor University – Dr. Emma Wood and Dr. Sinda Vanderpool

The proposed program seeks to empower Baylor women towards self-advocacy in their career trajectory. This program will include readings such as a great essay “Women in the Work place” by Selmi and Kahn from the Duke Journal of Gender Law and Policy. After discussing together a few research-based texts, attendees will have personal discussion reflecting on their own experiences. The spring event will emphasize “leaning in” and the importance of professional networking and development. Additional details will be included in the spring TWHE newsletter.

TWHE Leadership Development Grant



Renee McDonald, Ph. D., Associate Dean for Research and Academic Affairs | Professor of Psychology, Southern Methodist 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 Renee McDonald at Southern Methodist University: mcdonal@mail.smu.edu or (214) 768-1128.

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.

“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