



Spring 2017 Newsletter

March, 2017

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 Registration](#)

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

Harnessing the River of Power

[Conference Session Information](#)



[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.

Conference Registration (register on/before March 10, 2017) - \$200.00

Conference Registration (register on/after March 11, 2017, including on-site) - \$225.00



President's Welcome

The spring semester is always such a wonderfully exciting time of year to me. At work, it can be quite hectic as we go through the planning processes for the next school year such as preparing catalogs, budgets, assessment plans, etc. But there is just something about the spring time when nature starts to bloom and the temperatures warm up a little bit (but not too much!) that motivates me to roll up my sleeves and get busy at work and at home.

The TWHE Board and Conference Planning Committee have been very busy preparing a wonderful annual conference which will be held April 2-4, 2017 in San Marcos. This committee, chaired by Debbie Thorne at Texas State University, has scheduled some outstanding keynote speakers as well as a wide variety of breakout sessions on current topics. We have also included some time in the schedule to just relax and network with other women in higher education. I hope you can find time in your schedule to join us at this conference. Any time I have the chance to talk to previous attendees, they always comment about how motivated and inspired they were after the conference. If you have never attended an annual conference, it is a great way to come and see what TWHE is really all about.

See you in San Marcos! Cissy Matthews, TWHE President, Galveston College

TWHE Recognizes President Marjorie Hass

by Nancy KingSanders



As the fifteenth president of Austin College, Dr. Marjorie Hass has become known as an innovator and pioneer for women in higher education. In much the same way as the trailblazing founder of Austin College, Daniel Baker arrived in Texas in the 1840's with a Bible and a pistol in his hand, Marjorie Hass arrived on the campus in Sherman, Texas with a strategic vision. As the nation emerged from a devastating economic recession in 2009, many challenges she faced were financial in nature. As the first woman president of a Presbyterian school – she brought fresh ideas and a spirit of inclusivity. She is Jewish, and discovered a pluralistic acceptance and a welcoming community. *“I would never have imagined moving to Texas and loving it,” she said upon moving to the campus just north of Dallas. “I wasn’t expecting this welcoming spirit of inclusivity*

or for that matter, a place of physical beauty and community charm.”

Pioneering is not new to Marjorie Hass. She was the first woman selected as the dean of faculty and as provost at Muhlenberg College in Allentown, Pennsylvania. Looking forward, she will take the helm as the first woman president for Rhodes College in Memphis, Tennessee on July 1, 2017.



Hass holds a Bachelor's, Master's, and Ph. D. in Philosophy from the University of Illinois at Urbana-Champaign. Her degrees in philosophy coupled with her leadership abilities created a dual pathway for faculty appointments at liberal arts institutions and ultimately administrative responsibilities. It was not an easy path. In her early twenties, Hass completed her graduate studies in Illinois and soon became a faculty member at Muhlenberg College. At about the same time, her husband, Lawrence Hass, was selected to serve on the faculty at Muhlenberg as well. And in between they started a family.

"I graduated from college, and in twenty-four months I had gotten married, had a baby, gotten my Master's Degree, and started a Ph.D. program. That was a lot to take on. I really needed to spend my thirties recuperating from my twenties. For some people, their twenties are a time of wild freedom—I worked every day. I had a young child, a new marriage, my husband and I were both in graduate school—we just worked so hard. We loved it, we loved what we were doing, but those were difficult years," she related.

Hass' leadership abilities surfaced while teaching as she became the director of the Muhlenberg Center for Ethics. This appointment began a thread of administrative and leadership roles that shaped her career of pioneering leadership. "At this moment in time, Muhlenberg reached a point where they were between deans, and needed someone to be an interim dean," she relates. "They came to me and said it would just be for a year. I wasn't sure I would like it. It would mean a very different relationship with my faculty colleagues." Hass said yes, and took the position as interim dean of the college for faculty and vice-president for academic affairs in 2003. She was selected as provost in 2005, a position she held until she was named president of Austin College in 2009. Randy Helm, president of Muhlenberg College, encouraged Marjorie to apply for the dean position as well as the provost position which involved a national search. She was influenced by Tom Courtice of AGB Search to apply for the presidency of Austin College. And although Hass had never been to Texas, she discovered an opportunity for leadership and innovation for which she was well suited.

In reflecting on the pioneering nature of leadership, Hass sees academic administration as forging a path of collaboration. Serving as dean, provost, or president requires serving as part of a team that is quite different from the role of a faculty member or a scholar. Cultivating a shared sense of purpose among faculty and administration is critical to success for each and every initiative affecting a college, or any organization.

The "Moving the Needle" Initiative launched by the American Council on Education (ACE) has been a focus for Hass, even before this name was applied. "The opportunity to meet with women and discuss the joys and stresses of being a president is invaluable," said Hass, "especially with the role of a president serving oftentimes as the public face of the institution." Other aspects of being a president include working with students, their families, donors, legislators, and especially at private institutions, fundraising. "Moving the Needle" has brought these issues to light and garnered support for women to move to the level of presidency.



In reflecting on challenges of leadership, Hass prefers to think of managing both a career and a family as alignment rather than a balancing act. Alignment can be found in making choices to enhance family dynamics while managing a career. For example, she lives within walking distance of the campuses where she has been a leader. That has resulted in no commuting time which means she does not have to forfeit time for work or family.

Marjorie encourages women who hold or aspire to leadership roles in higher education to focus on identifying goals and achieving them in a spirit of collaboration. Internally, Hass views leadership as a way to make a difference. Recognizing that none of us succeeds alone, she readily admits that we emerge as leaders through the result of many relationships. She relates to concepts discussed in Sheryl Sandberg's book, *Lean In: Women, Work and the Will to Lead*.

Marjorie Hass has been an inspiration to Texas Women in Higher Education as the first presidential sponsor of our organization. As Chair of the Board of Directors of the National Association of Independent Colleges and Universities, Hass is a nationally recognized spokesperson for the value of a liberal arts education. She will be missed in our state but we wish her well in her upcoming role as president of Rhodes College. We know that she will continue her strategic vision of creating a culture of academic excellence within a framework of commitment to educational access for talented students regardless of financial background.

American Council on Education

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



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. Last January, in collaboration with the Women's Network Executive Council, ACE launched "Moving the Needle: Advancing Women in Higher Education Leadership Initiative," a public commitment to elevate female leaders so that by 2030, half of all college and university presidents are women. ACE President Molly Corbett Broad invited college and university presidents from across the spectrum of American higher education to join her in signing the Moving the Needle pledge. [Thirty-seven Texas presidents have stepped up and made the commitment.](#) TWHE members should encourage their president to consider support of this program if not already on the list!

[Women's Equity in Higher Education Administration: Pay and Representation](#)

[The Gender Pay Gap and the Representation of Women in Higher Education Administrative Positions: A CUPA-HR Research Brief.](#)



TWHE Board Member Perspectives

Jenny Branson, Assistant Dean of Admission and Financial Aid, Baylor Law School



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

“This is my third year involved in TWHE and my first year on the board. I attended the statewide and regional conferences during my first couple of years.”

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

“I enjoy working with women from all sorts of different colleges and universities and at all different stages of their careers. Each woman is a fierce advocate for women in higher education and brings her voice and opinion to the conversation. Each woman is hard-working, and the number of ideas that are generated and tasks that are accomplished in each meeting is quite amazing. I know that ultimately, the students and citizens of Texas will benefit from the work, and that is quite an exciting notion.”

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

A.B., History and Literature and the Comparative Study of Religion, Harvard University

M.B.A., Southern Methodist University

J.D., Southern Methodist 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)

“Join us! When I attended my first TWHE conference, I wrongly assumed that it would be a decent networking opportunity but might not have much substance. The conferences do have ample time and opportunities for networking, but the depth of thought and breadth of topics continues to impress me. Furthermore, the women involved with TWHE are tough, graceful, creative, and hardworking, and each conference, phone call, and interaction I have with the women leaves me inspired and energized and gives me practical steps to further my career and do a better job for my students.”

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

“As women step into leadership roles or even desire to step into leadership roles within higher education, there can be a lack of advocates, advice-givers, and examples to look to, and I believe that it is important that we, across the board in higher education, help each other so that we can come up with solutions and best practices to ultimately better serve our constituencies and our state. TWHE is masterful at connecting women across regions, disciplines, institution types, and career levels, both with each other and with resources. Furthermore, TWHE is not complacent in its role but is constantly looking for better ways to advance women in the profession.”



TWHE Institutional Representatives (IRs): Making a Difference



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

Dr. Nora R. Garza, IR Chair, has been working with the IR Committee for an exciting and Engaging IR Dinner at 5:00 p.m., Sunday, April 2, 2017 during the upcoming TWHE Annual Conference. Dr. Aliza Wong will share her experiences with organizing and implementing the West Texas Regional Workshop at Texas Tech University. Dr. Marie Mora, Associate Vice Provost for Faculty Diversity from UT-RGV, will bring us updates on activities at this newly re-organized university.

The duties and responsibilities of the Institutional Representative will be discussed and acted upon in an engaging activity with members from Laredo Community College. (Dr. Marisela Rodriguez, Dean of Arts and Sciences, Dr. Alicia Gonzalez-Quiroz, Activity Director, FOSS Title V grant, Ms. Selinda Martinez, Ms. Roxanne Vargas, and Ms. Juliana Kelley, biology instructors will bring the ideals of the IR to the forefront. We look forward to a delightful dinner and the participation of all current and potential IRs. See you soon!

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 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”

Join the Conversation

Baylor University’s 2016 Join the Conversation Project
A Texas Women In Higher Education Regional Grant
Facilitated by Dr. Sinda Vanderpool

This project aims to raise awareness of gender-related issues that women at Baylor encounter through two intimate conversations with a group of professional women who aspire to leadership roles. Previous to the conversations, participants will be sent three short readings along with several discussion questions.

Desired Tangible Outcomes of the Project: Following the program, Vanderpool will analyze and condense information gathered and discussed regarding what professional women need to thrive in Baylor’s workplace. She will then submit this document (without the attendees’ names attached) to the Executive Council of the University under the auspices of TWHE. She will also present these results at the Texas Women In Higher Education Conference in San Marcos in April, 2017.

Readings:

[Madam C.E.O., Get Me a Coffee by Sheryl Sandberg and Adam Grant on Women Doing ‘Office Housework,’ New York Times](#)

[Women in the Workplace 2016, a summary of McKinsey & Company study from 2012](#)

[How does Gender Bias Really Affect Women in the Workplace? article by Modern Workforce](#)



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. If you have any question about TWHE or you would like to get involved with any of the committees, please contact [Cissy Matthews](#), Vice President of Instruction, Galveston College.

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