



TEXAS WOMEN IN HIGHER EDUCATION E-NEWSLETTER

TWHE Mission: Texas Women in Higher Education (TWHE) advances 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*



**2019 TWHE State Conference
April 7-9, 2019
San Antonio, TX**

SAVE THE DATE

President's Welcome

Dear Texas Women in Higher Education,

Thank you for the opportunity to serve as the current president of our organization. Every week I learn about new and amazing things that have resulted from the talent and experience of women in higher education. And every week I benefit from the network of women around the state that I have the opportunity to work with through our organization.

Our annual meeting provides opportunities for professional development in leadership, career advancement, mentoring, work/life balance, and a myriad of other topics that reflect the interests and support the needs of our members. We also provide support for regional workshops and conferences, as well as special projects that benefit women in Texas institutions of higher education.

Through our quarterly newsletter, Facebook page and website, the successes of women across the state are highlighted and the issues of our members are recognized. I encourage you to join us, both electronically and in person, adding your voice to the chorus of women pursuing careers in higher education.

Sincerely,



Dani R. Day, Ed. D.
TWHE President
Vice President Academic Services
Collin College



TWHE 2018 Annual Conference Summary

Dr. Jenny Branson, Conference Chair

The 2018 Texas Women in Higher Education Annual Conference, “On the Right Track: Preparing to Lead Full Steam Ahead” was held April 15 through 17 in Frisco, TX at the Embassy Suites by Hilton Dallas Frisco Hotel, Convention Center, & Spa. Close to 200 people from institutions across the state attended the twelfth annual conference. Faculty, staff, administrators, and other professionals represented public and private four-year universities, community colleges, health science centers, technical colleges, and system offices.

Around 50 attendees elected to participate in a pre-conference workshop on Sunday. The workshop, “Preparing for the Next Position,” was led by Ellen Heffernan, the President of Spelman Johnson, a higher education executive search firm. Heffernan presented attendees with practical ways to prepare for and excel in their job searches, and attendees were captivated. One attendee said, “My favorite [session] of the entire conference was the Pre-Conference Session: ‘Preparing for the Next Job’ by Ellen Heffernan. I had 10 pages of notes from this session alone.”

Institutional Representatives (IRs) assembled for dinner on Sunday evening and discussed TWHE activities. There were many new attendees at this dinner, and IRs enjoyed conversing with other IRs from their regions. During the conference, members of the IR committee sat at a table in the back of a general session, allowing interested attendees to learn more about the importance and duties of IRs. Following the IR dinner, many conference attendees gathered for a speed mentoring reception in the hotel atrium. They appreciated the opportunity to connect with each other in an intimate setting and hope that the mentoring aspect of the conference will be expanded in future years.

The conference featured rousing speakers, a book review, panel discussions, and concurrent sessions. The President of Baylor University, Dr. Linda Livingstone, opened the conference, and the President and Chancellor of Texas Woman’s University, Dr. Carine Feyten, offered remarks on the second day. The attendees enjoyed these inspiring women. As one attendee put it, “Great women president speakers!!!” The conference also included a Monday-evening reception at the Frisco Heritage Museum and Train Depot, where attendees toured the museum, chatted with those from their regions, munched on delicious hors d’oeuvres, and sipped drinks in the relaxed environment of an old train depot.

Concurrent sessions addressed a variety of issues germane to women in higher education, and all sessions were all categorized as one of two tracks. “Between the Rails” sessions offered attendees tools to help them be better leaders in their current positions, whereas “Just the Ticket” sessions provided attendees with advice and skills enabling them to move up in their respective fields.



Always a highpoint of the conference, the “HerStory” panel allowed women to pass on their wisdom and hard-learned lessons as they shared their stories and their paths to leadership. Several attendees highlighted this panel in the conference evaluations. One said, “The conference was great this year. The opportunity to network is always splendid, and I absolutely loved the HerStory panel.”

Other attendees concurred about the value of the conference. One attendee reflected, “This is one of my favorite conferences. It is reasonably priced, I always learn new things, and most importantly, I always meet other women who inspire me.” Another attendee mentioned, “I love how inclusive and friendly everyone was.” Attendees commented that they want even more networking and mentoring time, and a TWHE committee is working to provide more of those opportunities in the future.

We had a wonderful time at this year’s train-themed conference, and we are looking forward to heading down the track to San Antonio for next year’s conference!

TWHE Recognizes President Kelly Quintanilla



by Nancy KingSanders

Dr. Kelly Quintanilla was selected as the President and Chief Executive Officer of Texas A&M University-Corpus Christi in August 2017. Dr. Quintanilla is an experienced leader in higher education with a deep commitment to uphold the mission of Texas A&M University-Corpus Christi and the Texas A&M University System. Dr. Quintanilla’s degrees are in Communication, in which she earned her Ph.D. in 1994 from Pennsylvania State University. She followed a traditional path to the presidency as she was selected as an Assistant Professor in the Communication Department in 1994 at TAMU-CC. During her 24-year tenure at A&M-Corpus Christi, she served in the following roles: a Communication faculty member; Chair of the Department of Communication and Theatre; Interim Dean and subsequently

Dean for the College of Liberal Arts; Interim and subsequently Provost and Vice President for Academic Affairs; Interim President and selected as the sole finalist for the position of President in August 2017.

The path to the Presidency for Kelly Quintanilla is traditional in that she served first as faculty, then in roles of increasing administrative responsibility culminating with the role of president. However, her presidential path is different in that all her appointments occurred at one institution, TAMUCC. She values the various opportunities that presented themselves throughout her path to the presidency. By holding responsibilities at each level of higher education, she gained a wealth of knowledge and experience that facilitates her effectiveness as a president. Dr. Quintanilla’s philosophy supports finding solutions to problems or issues by connecting with the front-line person or group that can provide the solutions, whether it be an administrative associate, student, staff, or faculty member.



There are several factors that influenced Dr. Quintanilla to pursue administrative positions in higher education. After successfully leading the Department of Communication and Theatre, Dr. Quintanilla decided to step out of her role as department chair for five years after the birth of her daughter, Logan. Dr. Sandra Harper, former Provost at TAMU-CC, saw her potential leadership skills and encouraged her to, one day, return to administration. When Logan turned five, Dr. Quintanilla was named Interim Dean of the College of Liberal Arts. She had decided not to apply for the position and served on the search committee. However, the search failed which then prompted Dr. Quintanilla to apply when the position was re-advertised. She did not want to lose ground on any of the initiatives and forward momentum that she had accomplished in her role as interim Dean. Obviously, her success as Dean led to being named as the Interim Provost which then led to becoming the Provost and Vice President for Academic Affairs. The same scenario occurred with being named Interim President and then being selected as the sole finalist, a true testament to Dr. Quintanilla's leadership ability and effectiveness.

As one of the few women at the presidential level in higher education, Dr. Quintanilla has experienced challenges. However, she likes to think of everyday challenges as opportunities to improve. She also emphasizes the importance of taking care of yourself as the time demands of being a president are extensive. Additionally, Dr. Quintanilla finds that being a president and a parent is challenging. Yet, being the parent of a teenager is a strong benefit to her role as president since this provides a much greater understanding of traditional-age students in higher education, as well as the insight for creating better pathways with the K-12 educational level to prepare students for higher education. Even though Dr. Quintanilla's background is in Communication, as part of her graduate coursework, she developed a strong background in statistics. Her quantitative skills greatly help her role as president in a time of assessment-based metrics.

Dr. Quintanilla is a strong proponent of civic and community engagement as she has worked as a consultant and corporate trainer in the Coastal Bend. Her background in Communication fosters a strong relationship between higher education and the community with consulting in Business and Professional Communication, Teamwork and Leadership, Organizational Communication, Public Relations, and Public Speaking for such clients as HEB, CHRISTUS Spohn Hospital, Corpus Christi ISD, the City of Corpus Christi, Corpus Christi Army Depot, the Port, and the YWCA. Dr. Quintanilla has received numerous awards for her teaching, service, advising, and scholarship.

In her path to the level of president, Dr. Quintanilla received guidance from several great leaders in addition to Dr. Sandra Harper. These mentors include Bob Furgason, Flavius Killebrew, Chris Markwood, and Robert Nelson. She also appreciates having the Texas A&M System for support as well as the legislative delegation to provide guidance. Dr. Quintanilla's advice to other women who wish to reach the upper level of administration is to "Be genuine, be open to listening, learn to delegate, give others opportunities, ask for advice and, when given advice, follow it." She advises developing leadership skills within your team and supporting individuals' strengths. As a successful leader, your team should be comprised of experts in many areas.

Dr. Quintanilla also suggests that women tend to be overly critical of themselves and when they step into a role, sometimes referred to as the imposter syndrome. Therefore, it is important for women to allow themselves time to learn their new role. Several mentors have believed in Dr. Quintanilla and she did not want to let them down. She had the right skill-set to be selected for the role, so she asked herself "What if I Can?" rather than "What if I Can't?"

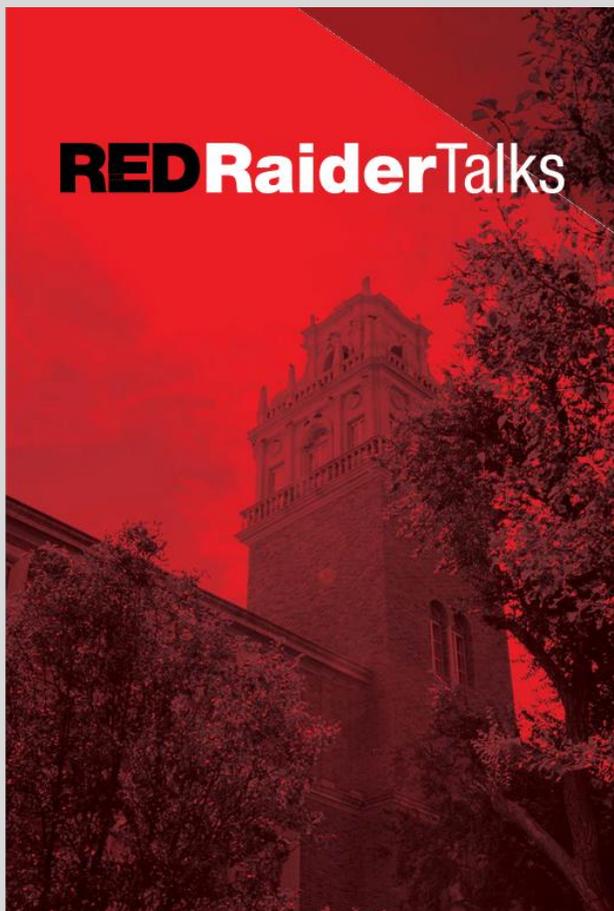


Texas Women in Higher Education

West Texas Regional Meeting, Organized by Aliza Wong, Associate Dean Honors College

Texas Tech University

March 5, 2018



The Office of the President at Texas Tech University hosted the Texas Women in Higher Education regional meeting at Texas Tech University for the third consecutive year in March, 2018. Inspired by the popular TED Talks series, organizers chose to feature REDRaider Talks to include more voices of female students, staff, faculty, and administrators in West Texas. The event featured seven speakers that spoke on topics ranging from: embracing the multiplicity of female identities; creating a sense of belonging and possibility as a minoritized student on campus; the history of Title IX, and resilience, resistance; and rising up in the face of misunderstanding, misrepresentation, and miscommunication. Elizabeth Travis, associate vice-president for Women Faculty Programs and a Mattie Allen Fair Professor in Cancer Research at the University of Texas M.D. Anderson Cancer Center in Houston offered the keynote address, “Building a Women's Sponsorship Network at Texas Tech University.” More than 150 faculty, staff, students, and administrators participated in the TWHE at TTU regional meeting.



TWHE West Texas Regional Meeting Picture Gallery



TWHE Regional 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. TWHE 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).



Readings

Georgetown University Report Shows Women Still Earn Less Than Men

March 7, 2018

Title: [Women Can't Win: Despite Making Educational Gains and Pursuing High-Wage Majors, Women Still Earn Less than Men](#)

Source: Center on Education and the Workforce- Georgetown University

A recent report by Georgetown University's Center on Education and the Workforce examines pay inequity between men and women, despite significant advancements women have made in educational attainment and experience. As of 2015, women earned 57 percent of all bachelor's degrees awarded, a considerable jump from 43 percent in 1970. Despite this progress, women are still compensated less, making only 81 cents for every dollar earned by a man.

The report notes that when pursuing degrees, women are more likely to choose fields and majors that are less lucrative than what men typically choose. For example, although women have higher representation in the engineering field (17 percent today compared to 1 percent in 1970), they are also more likely to major in environmental engineering, the lowest-paying engineering major within the field. Once earning their degree, women are also less likely to choose higher-paying occupations, even when they do choose higher-paying fields. This disparity results in men earning on average \$1 million more than women over the course of their career.

In addition to discrimination, the report goes on to cite systemic bias, cultural bias, familial responsibility, and social cues that condition women to take on such responsibilities at the expense of their personal career aspirations. To address this, women need information and counseling regarding career options at an early age. Additionally, lucrative fields, like STEM, must work to attract more female talent and work to promote pay equity between the sexes.

To read the full report, please click [here](#).



TWHE Board Member Perspectives

Suzanne Carter, Ph.D,
Executive Director of the Executive MBA Program,
Texas Christian University



--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 annual conferences for about seven years. I also served on the annual conference planning committee the year it was held at TCU. I’ve been honored to present on thinking strategically and learning agility at both the annual conference as well as a regional conference held at TWU. Learning from other faculty at other institutions has been an invaluable part of my TWHE experience.”

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

“The group of women who are a part of the board are all dedicating to helping other women in higher education to fulfill their career and personal goals. The vision and mission of the TWHE is well aligned with my own personal mission and it is an honor to be a part of this organization.”

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

BS in Accounting, University of Illinois – Champaign/Urbana

MBA, University of Texas at Austin

PhD in Strategic Management, University of Texas at Austin

--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).

“Don’t worry about the time commitments. Almost everyone that chooses to be engaged in TWHE is busy, but we all recognize that. The time spent together is worth the effort and you will actually become better able to meet your other work obligations when you use the resources and services provided by the TWHE.”

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

“I think one of the most important issues facing women in higher education administration is how to bring other women up the ranks of the University Systems. As we see our numbers increasing, it feels as if we are becoming successful at bringing parity in position and salary with our male colleagues. But the truth is we still have a long way to go to achieve that parity. I feel it is each of our obligation to help other women along the way to help achieve that parity sooner. One of the recent initiatives of the TWHE is to begin a mentoring program that will help women to find others who have paved the paths before them and get advice on how to make the road easier to traverse when the day comes for them to take the next step in higher education administration.”



TWHE Institutional Representatives (IRs): Making a Difference

**Kristin Harper, IR Committee Chair
Executive Director of Undergraduate Education,
Texas A&M University**

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.

Members of the IR Committee Include:

Molly Woods, University of Houston-Downtown, Emeritus
Nancy KingSanders, Texas A&M University-Kingsville
Kristin Croyle, University of Texas, RGV
Paula Kenny-Wallace, Del Mar College
Christy Crutsinger, University of North Texas

To find out how to connect with your institution's IR or to get involved as an IR, contact [Kristin Harper](#)

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!



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 [Dani Day](#), Vice President of Academic Services, Collin 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