



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*



SAVE THE DATE!



2019 TWHE State Conference
April 7-9, 2019
San Antonio, TX
[San Antonio Brooks Embassy Suites](#)

SAVE THE DATE

President's Welcome

Dear Texas Women in Higher Education Members,

I hope you have all enjoyed a busy and eventful fall semester. For higher education, the fall is a time of new beginning. It is exciting to meet new students and reconnect with colleagues we have not seen over the summer months. This fall has been a season of growth for TWHE. We have added several new Board members (see Board page of TWHE website <http://www.twhe.org/about-texas-women-in-higher-education/board-of-directors/>) who bring a wealth of expertise to the organization.

The American Council on Education Women's Network has been restructured to provide more support for state organizations like TWHE. Our own founding member, Dr. Leah Teague of Baylor, and our presidential sponsor, Dr. Matson of A&M-San Antonio, are liaisons for the Southwest region.

Congratulations to all the amazing women in Texas who are shaping higher education. I am humbled by the work you are doing for the benefit of our students today and for the benefit of us all tomorrow, as our students become our colleagues and board members and friends.

Sincerely,



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



TWHE Presidential Spotlight: Dr. Ira Blake University of Houston-Clear Lake



By Cissy Matthews, Galveston College

Dr. Ira Blake is blazing new trails at University of Houston-Clear Lake (UHCL). In August, 2017, Dr. Blake became the fifth president and the first female and first African American president for the institution. Although she hasn't been on the job for very long, there have already been big changes going on around campus. Big changes such as record setting growth in enrollment. For fall 2018, UHCL's enrollment hit an all-time high of 9,040 students after several years of declining enrollment. Dr. Blake attributes this increased enrollment to many different factors including organizational changes that were made at the university particularly in the Marketing and Communications department. She is quick to give her staff all the credit for the increased enrollment and states her role was to listen to the experts and

make sure they had the resources they needed to achieve this historic enrollment.

Dr. Blake is a self-proclaimed workaholic but that doesn't always mean you will find her in her office working. She loves to walk around and talk to everyone including faculty, staff and definitely students. She enjoys talking to students to hear their fascinating stories and to get feedback about what is going well and what are some of the challenges they are facing. Dr. Blake walks around talking to employees since those are the ones who are working directly with the students and it helps her to keep her ear to the ground and make sure staff has the resources they need to achieve their goals.

Dr. Blake received her bachelor's degree in psychology from George Washington University, master's degree in educational psychology from San Francisco State University, and her master's and doctorate degrees in developmental psychology from Columbia University. Prior to joining UHCL, Dr. Blake was the Provost and Senior Vice President of Academic Affairs at Bloomsburg University of Pennsylvania since 2009. But Dr. Blake did not start out aspiring to be in higher education leadership. She began her teaching career as an instructor in language development at Marymount Manhattan College in New York. She later would go on to serve as a faculty member at Susquehanna University in Selinsgrove, PA and at Teachers College, Columbia University in New York.

Dr. Blake describes her journey into higher education administration as serendipitous. While serving as a faculty, she was contacted by a colleague that advised her that she needed to work at Kutztown University of Pennsylvania in Kutztown which is part of Pennsylvania's State System of Higher Education (PASSHE). After her colleague's continued persistence, she applied at Kutztown and eventually received a call from the President. In 2001, Dr. Blake was hired as the Assistant to the President for Enrollment Management and started her adventure in higher education administration. From 2001 - 2009 she would have the opportunity to hold several high-level positions in PASSHE including the Executive Intern to the Chancellor. This internship gave her the opportunity to work with all aspects of the institutions including



finance, IT, academic affairs, etc. In 2009, the fairly new President of Bloomsburg University of Pennsylvania found himself in need of a provost for his campus. He approached the Chancellor of PASSHE about “borrowing” Dr. Blake to serve as Provost until he could find a replacement. Well that borrowing became permanent as she remained in that position for eight years until taking the Presidency at UHCL.

Dr. Blake is passionate about higher education and its ability to make meaningful contributions to students’ lives and to society. Dr. Blake is very proud of a sign in her office given to her by a colleague that states “No Nation is so Wealthy it can Afford to Squander the Promise of its Youth.” The theme of making “meaningful contributions” is very important to Dr. Blake. She feels that everyone has the ability to make meaningful contributions that will make a difference in the lives of the students as well as our coworkers and colleagues. According to Dr. Blake, people can sense when you are working hard to make meaningful contributions and they can also sense when you are just going through the motions of getting the tasks done.

When applying for a higher position than you currently hold, Dr. Blake advises that it is important for leaders to have humility. “You are never fully prepared for the role you are taking on” she states. That’s why it’s important to be willing to listen and learn. “You don’t have to be the one with all of the answers instead you should be willing to learn and listen from the experts around you.” Dr. Blake’s philosophy is that leaders often are the facilitators for the experts at the table and that the role of the leader is to help those experts get the resources and support they need to get the job done and meet the institutional goals.

Here are a few other pieces of advice that Dr. Blake has for anyone looking to get into or advance up in their careers in higher education administration:

- Always be early to work to get set up for your day. It is important to be there early so that you can be ready to learn, ready to contribute to the goals and ready to develop productive relations with coworkers.
- Listening well is an important skill. Listening to conversations about topics that you don’t know much about is a good way to discover what you need to learn. Then you need to make the effort to learn this topic by either researching online, reading a book or talking to experts.
- Be willing to be a reasonable risk taker. Not recklessness but informed calculated chances to grow the institution or yourself personally and professionally.
- You have to be able to see more than just where you are right now and instead you should be ready for “what’s next.” Make a plan to get to this next step. Dr. Blake feels it is very important to realize that you cannot get there alone. That is why having a network of colleagues and mentors is so important.



The momentum and excitement at UHCL right now will only continue to grow under Dr. Blake's leadership. Preliminary enrollment numbers for Spring 2019 indicate the university will be up 18% in unduplicated headcount and 25% in semester credit hours. The university is working on developing a strategic plan to guide them into the future. Dr. Blake believes that "public higher education is so very vital to the country." "That is why we do the work we do" she continues, "but that work never ends and it is important to the health and well-being of society that we focus on developing global citizens that care about others."

Public University Women CAO's Share Similar Messages

By Rissa McGuire, Executive Director, Council of Public University Presidents and Chancellors

November 13, 2018

Earlier this year, I had the privilege of sharing in this newsletter a story highlighting the 15 women CEO's within Texas' public universities and system administrations. The topic for a follow-up article was obvious: Is there a similar story regarding women who serve as the provost/chief academic officer within the state's public university and system administrations?

I am pleased to report, as of Fall 2018, there were 15 women CAO's associated with the 43 public universities, system offices and Lamar State Colleges (with University of Houston/University of Houston System reflected as one entity). Ten of these talented women shared their insights with me on career paths, encouragement for women administrators, challenges to professional success and general observations.

During our conversations, four common traits quickly emerged. Most of the ten women interviewed were encouraged to advance professionally by a senior colleague, benefited from trusted mentors, engaged in thoughtful professional development programs, and ultimately took action beyond their comfort zones to be successful. Interestingly, several of the women provosts expressed confidence that the days of "women firsts" are behind us from the sense of first woman dean, first woman chair, first woman to receive a particular honor, etc. Instead, these appointments are no longer making headlines; women are established in positions and making respected, responsible leadership decisions alongside their male colleagues.

For instance, **Rosemary Haggett/University of North Texas System**, was the second woman in the United States to serve as a College of Agriculture dean when she was appointed Dean of the West Virginia University College of Agriculture, Forestry and Consumer Sciences in 1994. She believes this appointment was hers specifically to "shake-up things", and the opportunity to do the unexpected professionally, to take leaps of faith over time, is something she has enjoyed and relished frequently in her professional career. In fact, when people told her there was something she could not do, her typical response was to say, "watch me." Rosemary encourages women to accept as many professional development opportunities as possible, even if they do not initially appear to be related to your goals.



 Rosemary Haggett UNT System	Current Title/Year of the Position	Most Recent Previous Position	Education Credentials
	2010 Vice Chancellor for Academic Affairs & Student Success & Board Secretary	The University of Toledo, Provost and Executive Vice President for Academic Affairs. Dr. Haggett was the second woman in the United States to serve as a College of Agriculture dean when she was appointed Dean of the West Virginia University College of Agriculture, Forestry and Consumer Sciences in 1994.	Ph.D. in physiology from the University of Virginia; completed postdoctoral work in reproductive biology at Northwestern University; bachelor's degree in biology from the University of Bridgeport

Peg Gray-Vickrey/Texas A&M University-Central Texas agrees, noting skill sets are built upon the position you are interested in with an assessment of your strengths and areas where improvement is needed. For example, if you are not comfortable with fundraising, find an opportunity to gain experience in this area. Peg encourages women to move beyond their comfort zone while remembering to invest in yourself with attention to personal care such as diet and sleep. “Women are always giving and must remember to be good to themselves,” says Peg. Her background as a nurse has been helpful in leadership positions, where she believes people watch you and gauge their reactions off of your behavior. Whether in a medical setting or on campus, being calm and deliberate makes a positive impact as a leader. Building relationships are essential, adds Peg, and at its very core is treating everyone from the housekeeping staff to the president with courtesy and respect.

 Peg Gray-Vickrey TAMU-Central Texas	Current Title/Year of the Position	Most Recent Previous Position	Education Credentials
	August 1, 2011 Provost and Vice President for Academic and Student Affairs	Associate Provost and Associate Vice President for Office of Curriculum and Instruction and Professor of Nursing, Florida Gulf Coast University	University at Buffalo, Doctor of Nursing Science; MS Northern Illinois University; BSN State University of New York at Plattsburgh

Carol Parker/University of Texas at El Paso, initially planned to be an attorney applying her craft to good-outcomes for clients and instead, she built a career driven to serve students. After clerking for a state court of appeals, she moved into service as a law library director, transitioned to adjunct faculty and then to academic administration with increasing responsibilities. A conversation with an academic mentor resulted in participation in the ACE Fellowship program after earlier mentors helped her gain self-confidence and removed barriers to pursue her education by permitting her to take classes in the middle of the work-day. Carol encourages women to watch for opportunities when caution should be set-aside and room made to encourage taking risks. She also encourages us to remember the study from a Hewlett Packard internal report where women opted not to apply for a job because they didn't meet all of the criteria, but men who met only a few applied anyway. Women should do the same and be encouraged to try, to take risks and to seek support through their mentors.



 Carol Parker, UTEP	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
	2017 Provost and Vice President for Academic Affairs	The University of New Mexico, senior vice provost for academic affairs	J.D. degree from the Wayne State University Law School; B.A. degree, cum laude, in humanities (College of Arts and Letters) from Michigan State University's Honor's College; and a M.S.I degree in information science (School of Information) from The University of Michigan, Rackham School of Graduate Studies

Being confident that your experiences have prepared you to take on a leadership role is also a message from **Maurie McInnis/University of Texas at Austin**. She advises women to never hesitate to apply for an opportunity, “even when you think you might not have as much experience as somebody else.” Maurie shared that she had not considered working in administration until a dean encouraged her to take a departmental leadership position. And in doing that, she started getting exposure to conversations in regular chairs meetings with the dean. “I became very interested in some of the bigger questions surrounding higher education,” says Maurie, “and that has continued to keep me engaged in this work.” Regarding characteristics of women as leaders, Maurie observed, “Women tend to be better conveners of people to get feedback, stakeholder buy-in and constructive dialogue. Women also typically take a more consultative approach to decision making, and listen to a broad range of voices before coming to a decision.” Lastly, Maurie said she believes women leaders are more attuned to the barriers that other underrepresented groups face that are often not as obvious to others.

 Maurie McInnis, UT	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
	2016 Executive Vice President & Provost	McInnis served the University of Virginia for almost 20 years in various academic and administrative appointments, including vice provost for academic affairs, associate dean for undergraduate academic programs in the College of Arts and Sciences, director of American Studies, and professor of art history	BA, Art History University of Virginia and MA/PhD from Yale University (art history)

Pam Millsap/Lamar State College-Port Arthur was a stay-at-home mom for ten years before returning to the workforce as an adjunct professor. She learned to adjust her leadership style through interaction with mentors who were both male and female. Pam is passionate about faculty development, not only to assist in the classroom but also to address mid-career burnout. Pam observed that she and many others are



interested in being a part of their community, noting “Careers are a community-builder and demonstrations of hope for students. Many women do not seek to become administrators, but they do want to make a difference in their position, whether moving vertically or horizontally in their careers.” She added, “If you do what you are passionate about, then you’ll have an impact on students or colleagues and your passion is what supervisors will notice in the process of recognizing talent.”

 Pam Millsap, Lamar State College - Port Arthur	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
	March 1, 2018 Vice president for academic affairs	Vice president of Instruction and dean of general education with the College of the Mainland	University of Houston bachelor’s degree, earned a master’s and doctorate in clinical psychology from Vanderbilt University

While some women provosts were initially identified and encouraged to take steps to advance into administration, **Paula Myrick Short/University of Houston System** was a driven leader from the beginning of her academic career. Paula encourages women to let others know your career interests, to seek opportunities to develop leadership skills, join professional organizations, to proactively seek a mentor while studying organizations and honing your organizational skills. Says Paula, “Women should learn how other successful women leaders in higher education have advanced, how they planned and managed that trajectory.” Many of her “first” experiences throughout her career began with her appointment as the first female-tenured faculty member in a department at a major research university, as recounted in “Breaking into the All-Male Club: Female Professors of Educational Administration,” (SUNY Press, 2009).

 University of Houston/University of Houston System	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
	January 2013 Senior Vice Chancellor for Academic Affairs, University of Houston System and Senior Vice President for Academic Affairs and Provost, University of Houston	Vice Chancellor for Academic Affairs for the Tennessee Board of Regents	Grades Education- Ph.D. University of North Carolina Chapel Hill, Administration Department of Organizational Development and Institutional Studies M.Ed. University of North Carolina Chapel Hill, Middle concentration in History A.B. University of North Carolina Greensboro, Elementary Education- Minor in English



Jennifer Evans-Cowley/University of North Texas, suggests career-mapping and establishing a professional network to help guide career advancement because “there is no one right path” to achieving career goals. Personally, Jennifer confides she is list-driven, sets annual personal and professional goals, identifies books to read (and reads them), and continuously works to identify professional development programs to attend. Notes Jennifer, “Engaging in outside-the-box activities, such as attending a women in politics seminar, helped me understand certain skills required to be a successful politician can be transferred to higher education leadership.”

 <p>Jennifer Evans-Cowley University of North Texas</p>	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
	July 1, 2017 Provost and Vice President for Academic Affairs	Vice provost for capital planning and regional campuses at The Ohio State University since 2014	Bachelor of Science in political science, a master’s of urban planning and a Ph.D. in urban and regional science from Texas A&M University, and a master’s of public administration from UNT

Betty Stewart/University of North Texas – Dallas offered specific advice for women interested in becoming a provost by suggesting you take the time to understand the academic areas of a university, to move through the ranks of professorship since you’ll be evaluating faculty and it will be helpful to have served at those levels. Betty supports the recommendations of her colleagues in terms of “learn as much as you can, engage with good mentors and take advantage of leadership training opportunities.”

 <p>Betty Stewart UNT - Dallas</p>	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
	February 2017 provost and executive vice-president	Provost and vice president for academic affairs at Midwestern State University and a biochemist. Dr. Stewart was the first female promoted to the rank of professor of chemistry at Austin College. She served as chair of the chemistry department there from 2000-2006	Ph. D. in protein biochemistry and biological sciences from Carnegie-Mellon University, bachelor’s degree in biochemistry from Mississippi State University.



Patricia Alvarez McHatton/The University of Texas Rio Grande Valley offered a unique perspective as a former high school drop-out who completed her GED and eventually took 20 years to complete her first college degree. She was driven to become a public school teacher and realized she could impact more students as a teacher of teachers. Patti’s advice echo’s her colleagues in terms of risk-taking, listening to your heart and understanding that you have to decide what you need. “Be strong enough to fail and pick yourself up,” says Patti, adding, “failing is okay if you learn and grow with the experience.”

 Patricia (Patti) Alvarez McHatton The University of Texas Rio Grande Valley	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
	August 1, 2017 Executive Vice President for Academic Affairs, Student Success, and P-16 Integration	Dean of the College of Education and P-16 Integration at The University of Texas Rio Grande Valley since 2015	Ph.D. from the University of South Florida in Curriculum & Instruction with an emphasis in special education and urban education. Master’s and BA also from the University of South Florida in Special Education Varying Exceptionalities and Special Education Behavior Disorders, Learning Disabilities, respectively

The final interview was with **Clarenda Phillips/Texas A&M University Corpus Christi**. Clarenda is a sociologist who wanted to be a civil rights attorney until a sponsor encouraged her to consider new roles. She enrolled in seminary courses instead of law school and is a self-proclaimed “lifetime learner who takes care of souls and human needs.” While in Kentucky, Clarenda observed women and men were tapped for promotions, but the men were tapped at younger ages. For women interested in administrative roles, she suggests they ask for guidance. Additionally, women who are leaders should extend help and provide both formal and informal support. “Fuel your passion, do what fascinates you in serving students as you learn about leadership in higher education,” says Clarenda.

 Clarenda M. Phillips Texas A&M University - Corpus Christi	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
	March 1, 2018 Provost and Vice President for Academic Affairs	Associate Vice President of Academic Affairs and Professor of Sociology, Morehead State University (KY)	Bachelor’s degree from DePauw University, master’s degree and doctorate in sociology from the University of Illinois at Urbana-Champaign, and a master’s in divinity from Asbury Theological Seminary



Several of these women referred to the importance of finding your own path and recognizing there is no one way to advance professionally. The varied paths of career advancement of these women provosts exemplify that message. Additionally, a few of the conversations included the observation that women are increasingly gaining administrative responsibilities at a time when the value of higher education is being questioned. As public support of higher education is dwindling, this is an additional challenge – and opportunity – for women entering higher education. As the interview with Clarenda concluded she said, “This is a great time to serve higher education and be a leader in the academy.”

Other Texas CAOs

	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
<p>Melissa Armentor Lamar Institute of Technology</p>	<p>September, 2016 Vice President for Student and Academic Success, Academic Affairs</p>	<p>Dean of Instruction and Associate Professor with Lamar Institute of Technology</p>	<p>Master of Science, Radiologic Science, Midwestern State University, Bachelor of Applied Arts & Sciences, Lamar University, Associate of Applied Science in Radiologic Science, Lamar University</p>

	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
<p>Kimberley Andrews Espy UT San Antonio</p>	<p>June 4, 2018 Provost and Vice President for Academic Affairs</p>	<p>Senior vice president for research at the University of Arizona</p>	<p>Bachelor's degree in psychology, Rice University; master's and doctoral degrees in psychology and clinical neuropsychology, respectively, at the University of Houston</p>



	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
 <p>Carol Fierke TAMU</p>	<p>October 16, 2017 Provost & Executive Vice President</p>	<p>Dean of the Rackham Graduate School and Vice Provost for Academic Affairs – Graduate Studies, University of Michigan</p>	<p>Ph.D. in biochemistry from Brandeis University and a bachelor of arts in chemistry from Carleton College</p>

	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
 <p>Karen Murray Tarleton State University</p>	<p>2011 Provost and Executive Vice President for Academic Affairs</p>	<p>Tarleton State - Assistant Vice President for Curriculum & Assessment, and Department Head of Clinical Laboratory Sciences</p>	<p>Bachelor of Science in Medical Technology jointly conferred by The University of Texas at Arlington and the University of Texas Southwestern Medical School. MBA was conferred from The University of Texas at Arlington. Ph.D. was conferred in Biochemistry and Molecular Biology in 2000 from The University of North Texas Health Science Center</p>

	Current Title/ Year of the Position	Most Recent Previous Position	Education Credentials
 <p>Inga Musselman The University of Texas at Dallas</p>	<p>December 1, 2017 Vice President for Academic Affairs and Provost</p>	<p>UT Dallas, professor of chemistry; interim provost 2015- 2017; associate provost for faculty affairs in 2008 and senior vice provost in 2014</p>	<p>A BA graduate in chemistry from Gettysburg College, Inga Musselman earned her PhD degree in analytical chemistry from the University of North Carolina at Chapel Hill</p>



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).

Texas History Minute: Helen Stoddard broke ground for Texas women

By Ken Bridges, Sherman Denison Herald Democrat

December 13, 2018

Change often came slowly to the South, but it often arrived with a whirlwind of effort pushing it along. Helen Stoddard, a force of nature unto herself, became a leader in the state with her efforts to defeat alcohol and promote women's equality. Stoddard became an early professor and pursued a host of causes across Texas, including child welfare, women's education, food safety, prohibition of alcohol, and women's suffrage. Her stubborn mindset, coupled with a sharp intellect and fiery sermons galvanized legislators and public opinion at the turn of the century. Along the way, Helen Stoddard became one of the co-founders of what is now Texas Woman's University and one of the first women to run for Congress.

Helen M. Gerrels was born in Sheboygan, Wisconsin, off Lake Michigan, in 1850. Church was an important part of her early life. She was a bright and exceptional child and attended Ripon College, a church-based college preparatory institution as a young woman. She enrolled at Genesee Wesleyan Seminary in New York and excelled at her studies. She graduated from the seminary as head of her class in 1873. It was there that she met her future husband, S. B. Stoddard, and the two married shortly after graduation and moved to Nebraska. They soon had two sons, but their happiness soon dissipated. One son died in infancy, and her husband's health collapsed. The family moved to Florida, believing the warm climate would save his failing health. However, his condition deteriorated, and he died in 1878. Her parents had moved to Hamilton County, Texas, in 1877, and with a young son to raise, Stoddard moved to Texas to join them. She began teaching school and soon set up a Sunday School in Indian Gap. In 1885, Stoddard began teaching at the now-defunct Fort Worth University, a college associated with the Methodist Episcopal Church.

Stoddard also lobbied for the opening of a state women's college. In 1901, the legislature agreed to create the Girls' Industrial College though there had been great opposition to college education for women. Stoddard was named to the board of regents, the first woman in Texas to serve on the governing body of any Texas state college. The board selected Denton as the site of the new college, which opened in 1903. Stoddard continued to serve as the college changed its name to the College of Industrial Arts (it became Texas Women's University in 1957). At the college's dedication, Stoddard noted, "Economic independence will allow them to build their lives upon intelligent choice."

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



TWHE Board Member Perspective



Chryssa Delgado, Advancement Officer IV, Texas A&M University-San Antonio

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

I have been involved with TWHE since 2016 when I attended my first state conference in Corpus Christi. I indicated at the conference I had an interest in joining the board, there was a board member opening later that summer, and I joined the board in the summer of 2016.

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

Service on the TWHE board has allowed me to connect with women in various roles in higher education from across the state of Texas. Most professional organizations are specific to your role, and this is a broad approach to connecting women who are interested in leadership across higher education divisions.

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

- *Bachelor of Arts-St. Mary's University*
- *Master of Public Administration-St. Mary's University*
- *Doctor of Philosophy-The University of Texas at San Antonio*

~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 my colleagues don't be afraid to reach out and connect with the organization. Each one of us has unique experiences some good, some bad and there is a willingness and openness to share our stories. Everyone has different paths and listening to those who have come before you is a good way to think about your path to leadership.

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

A key issue for me as a female higher education administrator is demystifying the path to leadership. As I mentioned before, there is no clear way to the top, but certainly, TWHE provides a great space at the state conference for women to connect and form professional networks.



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