



## 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**



### **"Navigating Uncharted Seas" TWHE 2016 Conference SAVE THE DATE: April 3-5, 2016**



Make plans to join us for the 2016 Texas Women in Higher Education Conference in beautiful Corpus Christi, Texas on April 3-5, 2016. Don't miss this opportunity for professional development and networking. The theme for this year's conference is "Navigating Uncharted Seas" and will feature keynote speakers, concurrent sessions and a reception in the Beautiful Art Museum of South Texas.

### **Conference Facility**

Located in the lively downtown Marina District, Omni Corpus Christi Hotel offers newly renovated rooms with spectacular views of Corpus Christi bay and proximity to the Sports, Entertainment and Arts (SEA) district, as well as dining opportunities from casual to elegant.



Look for another informational email from TWHE with conference registration and hotel reservation information soon.



## President's Welcome

With the return of students and overflowing schedules of meetings, programs, and classes, fall is always a demanding season in the world of higher education. The Texas Women in Higher Education board has been busy as ever, planning and organizing to continue to expand and enhance our mission and impact throughout the state.

It is during this busy time that I see how much TWHE has to offer, and how hard we are working to achieve our vision of transforming higher education leadership. Fortunately, we are not alone in this goal. Our parent organization, the American Council on Education has an initiative that works to close the gender gap and increase the number of women holding senior leadership positions in higher education. This initiative, called "Moving the Needle," faces the hard reality that women hold only 26% of college and university presidencies. The goal of "Moving the Needle" is for women to hold half of the most senior leadership positions in higher education by the year 2030. In order to advance this vision the initiative established four goals:

- Generate a national sense of urgency elevating the need for advancing women in higher education leadership positions
- Encourage governing boards and other higher education institutional decision- and policy-making bodies to consider recommended practices for recruiting and hiring women to chief executive offices
- Achieve women's advancement to mid-level and senior-level positions in higher education administration by building capacities in women and in institutions
- Suggest practices and models and recognize success in advancing women in higher education

This ambitious goal is certainly not impossible, especially when organizations such as Texas Women in Higher Education exist. It is no secret that women are powerful as individuals, but it is the strength of women working together that will truly enact change. By connecting, learning from each other, and sharing our skills and stories with one another, women in higher education can continue to propel forward and achieve parity in leadership.

I truly believe in the potential of Texas Women in Higher Education to impact women throughout Texas. With successful regional meetings that provide women opportunities to learn and network, expanded scholarship opportunities that include more women in our mission, and an annual conference that will inspire and empower attendees, Texas Women in Higher Education has so much to offer as women in higher education continue to "move the needle" and advance in leadership in Texas.

Contact me to talk about how you can get involved. [Kristin Harper](#), Executive Director for Undergraduate Studies, Texas A&M University.



## TWHE Recognizes Dr. Carine Feyten as the Chancellor and President of Texas Woman's University

by Jennifer Martin



### **Carine Feyten Practices Servant Leadership at TWU**

"If you talk to a man in a language that he understands, that goes to his head. But if you talk to him in his own language, that goes to his heart." (Nelson Mandela) This quote is found at the bottom of every email Dr. Carine Feyten, Chancellor and President of Texas Woman's University (TWU), sends. Dr. Feyten realized her love of languages and communication early in life and thought she would be involved with an agency or government group involved with languages; however, she discovered that another way to be deeply involved in language and communication is through teaching, which led her into her very successful career in higher education.

Dr. Carine Feyten came to TWU in July 2014. In her role, she oversees a public university with campuses in Denton, Dallas, and Houston that enrolls more than 15,200 students, employs more than 1,700 faculty and staff, operates on an annual budget that exceeds \$256 million, and has a \$721 million annual economic impact. Dr. Feyten's first year of leadership has been marked by outstanding achievements including an historic gift to the university, substantial state funding for a center for women in business and other capital projects, new degree programs in informatics and health informatics, new strategic partnerships, establishment of an innovation fund, and launching of a comprehensive university-wide strategic plan. She credits the entire TWU community for these first-year accomplishments.

Prior to coming to TWU, Dr. Feyten was dean of the College of Education, Health and Society at Miami University in Oxford, Ohio. She also served in various leadership roles at the University of South Florida in Tampa for more than 20 years. An internationally recognized consultant, speaker and scholar in the field of language learning, teaching methodologies and the integration of technology in education, Dr. Feyten has authored or co-authored more than 100 journal articles, conference papers and book chapters. She also has delivered keynote addresses in Portugal, Brazil, and Belgium, and has done consulting work for the International Baccalaureate Organization in locations such as Wales and the Czech Republic. A native of Belgium, she is fluent in five languages.

Dr. Feyten identifies two key factors that have helped her succeed in her higher education career—flexibility and openness to new opportunities. She believes that leaders must be clear about and remain true to their core--those immutable philosophies, ethics, and beliefs that define a person.



They may set big-picture goals but need to be flexible about how the goals are realized and open to opportunities that present themselves. Dr. Feyten indicates that a strict goal orientation can lead to tunnel vision so that one might miss opportunities along the way. The concept of trust is also very important to Dr. Feyten. She begins with trust in her relationships with people; she believes in them until there is a reason not to. She also recommends that leaders “trust their gut” in making decisions.

Along the way, every leader faces barriers; however, Dr. Feyten has a difficult time pinpointing those obstacles because of her outlook on the world. She sees barriers as a redirection to something better—a “silver lining,” a lesson to learn, or an opportunity even in adversity. According to her, “The toughest people are the greatest lessons.” In providing advice to others who are striving to reach their professional goals and potential, she suggests that it is not wrong to have big-picture goals. However, individuals are best served by being open to multiple ways of getting to their goals. Further, she recommends living fully in the current environment—love what you are doing—rather than continually focusing on a future goal. Dr. Feyten recommends that those pursuing leadership goals should keep on learning, growing, and attending conferences that will expand their leadership potential. And one of Dr. Feyten’s favorite quotes is “Be at the table because otherwise you’ll be on the menu.”

Because her disciplinary focus is communication, Dr. Feyten especially recommends that leaders be authentic. She often reminds audiences that only 7% of a message is communicated orally; therefore, people know if what you are saying is not congruent with the 93% of a message communicated in other ways. Dr. Feyten communicates with TWU and its constituents in a variety of ways; however, one of the most popular is her Twitter--@TWUpres, which is thoroughly enjoyed by the TWU community.

Those at TWU are highly positive about her style of servant leadership and her holistic approach to education which strongly aligns with the mission of the university and the needs of the students TWU serves.

## Upcoming TWHE Events

<p>TWHE Board Reception for Women Presidents and Chancellors</p> <p>January 20, 2016, Austin, TX</p>	<p><b>TWHE at Texas Tech University</b></p>  <p>Friday, January 29, 2016 8:30 a.m. – 5:00 p.m. Texas Tech University, Lubbock, Texas Cost: \$35 Registration Deadline: 1/15/2016 <a href="https://www.ttu.edu/administration/president/events.php#">https://www.ttu.edu/administration/president/events.php#</a> For more information, please contact: Dr. Aliza Wong at <a href="mailto:aliza.wong@ttu.edu">aliza.wong@ttu.edu</a>.</p>
--	---



## TWHE Recognizes Dr. Beatriz Espinoza as President of Coastal Bend College

by Jillian Gonzalez



Dr. Beatriz Espinoza, president of Coastal Bend College, centers her presidency on creating opportunities for students. Dr. Espinoza was named president of Coastal Bend College in 2012 after much experience at higher education institutes across the country.

Dr. Espinoza grew up as a migrant farm worker in south Texas. With the help of a scholarship she attended the University of Texas-Pan American and completed a Bachelor of Science in Psychology. Upon graduation, Dr. Espinoza did not wait long before starting her master's degree in rehabilitation psychology at the University of Wisconsin-Madison, a degree which she completed in just a year. Following a break in her education to gain work experience, Dr. Espinoza returned to the University of Wisconsin-Madison and earned her Ph.D. After working for several years outside of the college setting, a longing to return to the world of higher education led Dr. Espinoza to complete a post-doctorate

in community college leadership at the University of Texas at Austin.

Dr. Espinoza's motivation to lead is fueled not only by her desire to guide and create opportunities for students, but also by her own experiences as a first-generation professional. Dr. Espinoza hopes that the future of higher education will be marked by higher completion rates at community colleges, especially among non-traditional students. Hoping for a broader view that moves beyond the primary focus of just getting students into college, Dr. Espinoza envisions a higher education model that concentrates on seeing students all the way through to the end of a degree or program. She notes that this goal is possible through the creation of a system that further supports non-traditional students who must work around jobs and family responsibilities to complete their degree. Additionally, Dr. Espinoza hopes to see an increase in the representation of all minorities in higher education and greater diversity amongst graduating students.

Regarding the obstacles that continue to face women in higher education, Dr. Espinoza referenced the tendency for women to continue to hold back from assuming leadership positions, or to feel insecure even when they possess the necessary skills to achieve their ambitions. Dr. Espinoza encourages women to stick with their goals and to "hold the course" of their career paths. As a first generation professional, Dr. Espinoza is familiar with the hard lessons that are learned along the way to any goal, and she encourages women in all fields to keep moving forward and not hold back.



## **In Memoriam, Chancellor Erma Johnson Hadley**

Erma Johnson Hadley, the first woman and African-American to be chancellor of Tarrant County College, has died.

Hadley, 73, died October 2, 2015 of pancreatic cancer, the Fort Worth Star-Telegram reports.

Hadley was a founding faculty member of Tarrant County College, beginning her career in 1968. In 2010, she became the colleges' fourth chancellor.

The first woman and African-American to lead the college, Mrs. Hadley oversaw its steady growth, the Star-Telegram reports. Under her leadership, TCCs enrollment grew to 57,424 last fall, an increase of 26.7 percent from the fall of 2008. On her watch, TCC opened an aviation learning center at Alliance Airport and more recently, an innovative energy technology school at its south campus.

Erma was laser-focused on the students we serve, Tarrant County College Board President Louise Appleman said in a message sent to faculty and staff Thursday. Every decision she made was driven by her deep desire to provide access to higher education for our community and for that education to pave a path to success in today's workforce. We will miss her terribly and I personally have lost a dear friend.

In 2014, KERA featured Hadley in a series called Texas Trailblazer. Here is how KERA described her in the Texas Trailblazer series:

“Erma Johnson Hadley is the Chancellor for the Tarrant County College District, the first woman and first African American chancellor of TCC. She has been with the district for more than 40 years as a faculty member and administrator. During her tenure on the Tarrant County College faculty, she was voted "Outstanding Teacher." Chancellor Hadley grew up in the small southeast Texas logging town of Leggett in the era of legal segregation, and has dedicated her life and career to changing lives through education. She was inducted into the Texas Women's Hall of Fame in 2010.”

TWHE sends condolences to the Hadley family.



## **TWHE Recognizes Dr. Brenda Hellyer as Chancellor of San Jacinto College**

by Jillian Gonzalez

Dr. Brenda Hellyer, San Jacinto College's first female chancellor, never anticipated a career in higher education. With a Bachelor of Science in Accounting from Fort Hays State University, and a Master's degree in Business Administration, Dr. Hellyer always pictured herself as a partner in an accounting firm. However, after years of working in the financial sector, Dr. Hellyer turned her attention to the management of her and her husband's businesses in Houston, a move that led to her involvement in the San Jacinto College community and – unexpectedly – to a rewarding career change.

Through her involvement with the San Jacinto College Foundation, Dr. Hellyer was introduced to the world of higher education. After some time serving on the board, Dr. Hellyer was asked to head the Foundation, a move she gladly accepted. Amid much turnover at the College, Dr. Hellyer stepped in as the interim Chief Financial Officer, and under a new chancellor was established as the CFO. During this time, Dr. Hellyer helped the college successfully navigate significant budget cuts. Because of her success as CFO, Dr. Hellyer was considered and approved as the Chancellor of San Jacinto College, under one condition - that she receive her doctorate before starting the position. Unafraid of the challenge, Dr. Hellyer earned her Ed.D. in community college leadership from the University of Texas at Austin and began her chancellorship.

When asked what challenges face women in higher education, Dr. Hellyer referenced the tendency to not believe in yourself and the hesitancy to not accept new responsibilities. She advises women to embrace new challenges and to build on past experiences. Regarding the balance of work and family, Dr. Hellyer offers the reminder that we are all human, and that it is key to keep the things that are important in life - whether faith, family, or a job – balanced and prioritized.

As higher education continues to change, Dr. Hellyer hopes to see a continued development of diverse leadership. With the graying of the current leadership pool, Dr. Hellyer recognizes higher education's opportunity to develop a more diverse set of leaders. Additionally, she hopes that the focus of higher education will develop with the understanding that success can mean a number of things for different students.

Although she never imagined that her career would lead her to be Chancellor of a college, Dr. Hellyer notes that it has been an "exciting and rewarding" journey. When asked what it is that makes her position so worthwhile, Dr. Hellyer refers to the students. With student demographics ranging from 17 - 65 year olds, there is much diversity within each graduating class from San Jacinto College. Dr. Hellyer explained that the tears and emotions at graduation always remind her of the difference that higher education can make not only in the life of an individual, but also in the life of a family.



## 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. Beginning Fall 2015, 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](http://www.TWHE.org)).

## TWHE Leadership Development Grant

Applications due March 1, 2016

TWHE is pleased to announce a new initiative designed to support women in higher education in Texas as they pursue opportunities for advancement and professional growth. The TWHE Leadership Development Grant program utilizes a cohort and mentoring approach while recipients complete a project designed to advance their professional goals. Recipients are recognized in various TWHE communications and report on their projects at a subsequent TWHE annual conference. All women are invited to apply.

Up to 10 grant recipients will:

- With support from TWHE mentors, complete projects designed to advance professional goals and growth
- Meet at the 2016 annual conference to discuss professional growth projects and network with TWHE board members and other grant recipients
- Receive reimbursement up to \$500 for expenses associated with attending the 2016 TWHE annual conference
- Provide a summary of completed projects for dissemination to the TWHE membership

Applications will be assessed on five criteria:

- Overall quality of application (completeness, clarity)
- Candidate's desire to grow professionally in light of TWHE's vision to transform higher education leadership in Texas and beyond
- Candidate's proposed project and expected outcomes
- Feasibility of proposed project
- Financial need

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 Debbie Thorne at Texas State University: [debbiethorne@txstate.edu](mailto:debbiethorne@txstate.edu) or (512) 245-1217.



## **TWHE Institutional Representatives (IRs):**

### **Making a Difference**

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 one of the following members of the IR team:

Dani Day, Collin College, [dday@collin.edu](mailto:dday@collin.edu), 972-758-3804

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

Cissy Matthews, Galveston College, [cissy.matthews@gc.edu](mailto:cissy.matthews@gc.edu), 409-9441204

Renee McDonald, Southern Methodist University, [rmcdonald@mailsmu.edu](mailto:rmcdonald@mailsmu.edu), 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](mailto: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 email:

Nancy KingSanders at [nancy.kingsanders@tamuk.edu](mailto:nancy.kingsanders@tamuk.edu)