



Winter 2016 Newsletter

March, 2016

TEXAS WOMEN IN HIGHER EDUCATION E-NEWSLETTER

TWHE Mission: Developing, advancing and supporting women who hold or aspire to leadership roles in higher education

TWHE is the American Council on Education (ACE) Women's Network state organization for Texas



"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.



[Click here](#) to register for the TWHE conference and for hotel reservation information. A block of rooms is reserved at the Omni Hotel at the state rate of \$105 per night for single occupancy. Register by Monday, March 7 and mention "Texas Women in Higher Education" when booking to obtain this special rate and ensure a room.



Conference Schedule

Sunday, April 3, 2016

- 4:00 – 6:00 p.m. TWHE Board Meeting
- 6:30 – 8:00 p.m. Institutional Representative and Board Member Meeting and Dinner
- 8:00 – 10:00 p.m. Networking

Monday, April 4, 2016

- 10:00 – 11:30 a.m. Welcome and General Session with Keynote Speaker Leah Jackson Teague, “Moving the Needle”
- 11:30 – 12:30 p.m. Lunch and Interactive Session with Leah Jackson Teague
- 12:45 – 2:00 p.m. Concurrent Sessions
- 2:00 – 2:30 p.m. Break and Networking
- 2:30 – 3:45 p.m. Concurrent Sessions
- 4:00 – 5:00 p.m. General Session with Cynthia Teniente-Matson, President, Texas A&M University – San Antonio
- 5:30 – 7:00 p.m. Reception at Art Museum of South Texas
- 7:00 p.m. Dinner on your own

Tuesday, April 5, 2016

- 6:15 a.m. Tai Chi Demonstration and Participation
- 8:30 – 9:00 a.m. Breakfast
- 9:00 – 10:30 a.m. General Session: HerStories
- 10:45 – 11:45 a.m. Concurrent Sessions
- 12:00 – 1:15 p.m. Lunch and Closing Session with Keynote Speaker



President's Welcome

Over the past year, I've had the good fortune of being involved with women who have inspired me by saying yes. Their “yeses” have come in a variety of ways: hands raised when asking for a volunteer; a personal e-mail response to a call for assistance; an idea shared in passing that took on new life; or the willingness to do one more thing. Many of these women are Directors on the TWHE Board, and others are women, probably like yourself, who have found a connection with TWHE.



I'm somewhat famously known among friends and colleagues as rarely forgetting or neglecting someone who wants to get involved. The minute I find a match, I've been known to reach back years to someone who shared with me an interest or skill that was untapped, usually beginning the conversation with "hey, remember when you said..." I think this stems from a belief that given the opportunity, we all have something very special to share. My involvement in TWHE has proven to me the importance of individual contributions for the strength of our organization.

Over the past year, individuals volunteered to host three regional meetings. Three women said, "I can do that" and their work contributed to the professional development and creation of networks for hundreds of women, including me. From behind the scenes, a few women said, "what if I..." and soon we had new programs, additional sponsors, and inspiring speakers. What I've discovered is that it doesn't take a grand idea or impressive title to make a meaningful contribution. Instead, it takes a willingness to raise your hand, to send your name, and to say "yes!" Have you thought about becoming more involved in TWHE? If so, now (and, frankly, always!) is the time. You don't have to make a commitment for a lifetime, just think about what you'd like to do and let me know. I will be excited, help you connect with others, and remember your interest. If you are unsure of what you can contribute, take a look at the list below.

- Serve as an Institutional Representative for your college or university
(contact me for information)
- Assist in planning the next state conference (watch for announcement for 2017 location)
- Host or cohost a Regional Meeting (we are particularly interested in meetings in Central Texas, Houston area, and Austin/San Antonio)
- Write articles or book reviews for the newsletter
(Nancy KingSanders will be happy to work with you)
- Talk to your president about becoming an institutional sponsor
(I can send you the letter of invitation)
- Talk to your president about making a commitment to **Moving the Needle**
(I can send you the email that went to CEOs)
- Invite women on your campus to an informational meeting about TWHE
(we can share with you a model for this type of event)
- Share this newsletter with others and include a personal note about the value of TWHE
- Other ideas? Contact me!

Everyone involved in TWHE started with one "yes," one raised hand, one idea. It's the combination of all of these individual efforts that makes our organization strong. Please consider adding your ideas, interests and skills.

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



TWHE Recognizes Dr. Lee Ann Nutt as the President of Lone Star College-Tomball

by Emily Klement



Dr. Lee Ann Nutt has over fifteen years of full-time community college leadership experience. She currently serves as President at Lone Star College–Tomball, where for the past three years she served as Vice President of Instruction (VPI). Prior to coming to the VPI position at LSC–Tomball in June 2011, she served in various roles at North Central Texas College for over 12 years, including Dean of Continuing Education, Provost, and Vice President of Instruction. Dr. Nutt’s first experience in community colleges began at South Plains College—Lubbock, where she served as the Assistant to the Dean of Instruction. She also served as the Manager of Instructional Television at Texas Tech University for a period of time. Prior to joining NCTC, Dr. Nutt was employed by the New Mexico Health Care Association as Director of Education and Public Relations. In addition to various administrative positions, Lee Ann has teaching

experience at the university level. She taught research methods, writing and research, and statistics for the Psychology Department of Lubbock Christian University as well as a college success course at Texas Tech University.

Born in Borger, Texas and raised in the Texas Panhandle, Dr. Nutt graduated from Amarillo High School in 1985. A Texas Tech Red Raider, Lee Ann earned three degrees from the Lubbock, Texas-based institution. She earned a Bachelor's degree in Business Administration/Management (B.B.A.) in 1989; a Master's of Education (M.Ed.) in Higher Education Administration in 1992; and a Doctorate of Education (Ed.D.) in Higher Education Administration in 1996. Her doctoral research focused on career satisfaction of female presidents of higher education institutions in the United States.

Lee Ann knew she would go to college. College guaranteed she would have a better job and life than her parents. She always did her best as portrayed in her educational philosophy: work hard, read the assignments, memorize, follow directives, and meet each deadline. She never dropped a course and always turned in assignments on time. She rarely skipped class, studied and waited tables to make ends meet. She made the Dean’s and President’s Honors Lists and graduated with her bachelor’s degree in four years all because she was a good college student. She did college “right.” But she missed out.

As the first person in her family to take a traditional route to a four-year university immediately



after high school, it never occurred to her (nor was she told) that during her undergraduate experience she should be challenged by new ideas, that she could question what she was being told, or that she would benefit from examining new concepts from a variety of perspectives. She focused on her classes, but not what she was learning. She did not get involved in extracurricular activities nor did she connect deeply with any student organizations. It was not evident to her that there was value in being involved in anything outside the classroom. She recalls going to see a professor only once during office hours. Her role as a resident assistant was motivated by the benefit of free housing and having a room to herself. Lee Ann saw an advisor one time, never took advantage of any academic support services, and did not utilize career counseling. Her bachelor's degree in business administration was chosen by default, not by design.

Lee Ann knows now that being a good college student is not the same as having a fulfilling collegiate experience. While completing her degree was her responsibility, as an undergraduate she did not comprehend that the institution offered more. The institution did not fail her. She just did not know better. She believed the relationship was one-sided... that college was hers to do on her own.

As a college administrator, Lee Ann's educational philosophy is that we must create a culture of connection inside and outside the classroom. As a dynamic composition of professors, advisors, tutors, administrators, custodians, and many other roles, we must connect with each other, and we must connect with our students. Yes, students must take responsibility for their own learning. They must work hard, turn in assignments, study, and come to class. But we must help students see that "doing college right" means more than being a good college student. By connecting we help students see that they are not alone in their collegiate experience. When we all connect, we all learn. When we connect, our students have a greater opportunity to experience all college is meant to be.

TWHE Regional Events

6th Annual Baylor University Graduate School Women in the Academy (WITA) conference
Saturday, April 9, 2016
Paul L. Foster Campus for Business and Innovation
BU campus in Waco, TX
2016 theme for WITA is "Connecting Women in the Academy"

Keynote speaker: Dr. Nichola D. Gutgold, the Associate Dean of Academic Affairs at Schreyer Honors College of Pennsylvania State University. Dr. Gutgold's research interests and work focus on the rhetoric of women in male-dominated fields. Dr. Gutgold has authored or co-authored over nine books addressing the roles of women in politics, the Supreme Court, and television news.



WITA provides opportunities for graduate students to participate in meaningful discussion around the roles, triumphs, and challenges of women in higher education. Attendees benefit from hearing the stories of graduate students to experienced professionals as they share about the paths they have traveled in higher education. [Click here](#) for more information about WITA, registration and hotel accommodations.



West Texas Regional Meeting
Friday, January 29, 2016
8:30 a.m. – 5:00 p.m.
Texas Tech University
Lubbock, Texas

ABOUT THE MEETING

Taking the Reins: Perseverance, Determination, and Grit, a regional meeting of the Texas Women in Higher Education at Texas Tech University on Friday, January 29, 2016.

FEATURED SPEAKERS

The meeting featured three keynote speakers:

- Dr. Alessandra Corsi, Assistant Professor of Physics, National Science Foundation CAREER Grant Recipient for the study of the origins and reasons for gamma ray bursts
- Dr. Katharine Hayhoe, Director of the Texas Tech University Climate Science Center, Associate Professor in Public Administration, TIME Magazine's 100 Most Influential People in 2014, and television host
- Dr. Lee Ann Nutt, President, Lone Star College – Tomball, Texas Tech University Alumna, and a leading scholar on GRIT

WEST TEXAS REGIONAL WOMEN'S LEADERSHIP MEETING PANEL DISCUSSIONS AND WORKSHOP TOPICS

- Who is a Woman: Gender and Academe in a New Age
- Women of Color and the Politics of Privilege
- One Size Does Not Fit All: Finding Voice in Gender Equity
- Gender Equity: Speaking Up and Speaking Out
- Diversifying the Curriculum: Talking About Gender & Sexuality in the Classroom
- Women, Politics, and Power: Shattering the Glass Ceiling
- Managing: Styles of Leadership
- Mentoring the New Texas Women: Students, Staff, and Faculty



TWHE Board Member Perspectives

Debbie Thorne



Debbie M. Thorne, Ph.D., Associate Vice President for Academic Affairs and Professor of Marketing, Texas State 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 involved with TWHE for eight years and attended several conferences before being asked to join the board.

Why do you find service on the TWHE board rewarding?

TWHE is part of a nationwide effort to enhance diversity and inclusivity in higher education. Women from all walks of life and parts of campus are automatically members of TWHE. We keep conference fees reasonable and offer a grant program so that conference attendance is accessible. I am honored to serve on the TWHE board, as our efforts seek to benefit all women in Texas who are working to educate our citizenry.

List your degree/s and corresponding institution/s?

Bachelor of Business Administration, Abilene Christian University

Master of Science in Marketing, Texas A&M University

Doctor of Philosophy in Business, University of Memphis

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)

Attending the TWHE conference provides me with a renewed spirit and increased optimism for my professional life. There is nothing better than meeting like-minded, yet diverse, women and hearing their perspectives and concerns. The conference always features “HerStories,” where women share their personal journeys towards professional success, including roadblocks, daring moves, and broken glass ceilings. Conference attendees inspire me to reach higher and more broadly.

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

As an administrator, my primary goals are to support access and opportunity and drive success in higher education. My current role encompasses curriculum development, distance learning, international affairs, commencement, and other areas that undergird and reflect these goals. TWHE’s approach is directly aligned with my goals and fully supports my mantra for professionalism: *care and competency define the true professional*. TWHE weaves both care and competency into its mission, selection of presidential sponsors, facilitation of institutional representatives, annual conference, leadership development grant program, regional conferences, newsletters, and strategic plan.



Nora Garza



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

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

I have served on the board for almost three years. Before that I was an IR and participated in several conferences. It was at those conferences that I got to meet and network with other Texas women in higher education.

Why do you find service on the TWHE board rewarding?

Serving on the TWHE board is very rewarding because it provides another avenue for networking and supporting women interested in higher education administration. It is a way of nurturing women, especially those just entering the system, who are credentialed and seek moving up into positions of responsibility.

List your degree/s and corresponding institution/s?

I graduated with a BA in Liberal Arts from Our Lady of the College in San Antonio, Texas, an MA in Curriculum and Instruction from the University of Texas at Austin and a Ph.D. in Educational Administration from the University of Texas at Austin with an emphasis in Community College Leadership.

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)

Jump in! The water is fine! TWHE people are friendly and accepting. TWHE needs and wants you to participate and we care that you succeed in academia, administration, and move up and be successful with meeting your career goals. We seek and need a diverse pool of persons to participate and contribute.

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

The key issue for me as a woman has always been educational equity and access. When people step out of their biases, allow an equal playing field for job opportunity, and then the right person gets into the mix and has a chance to contribute. The ACE program of Moving the Needle is crucial to that movement. I support it wholeheartedly: 50% of CEO women in higher education by 2030.



Cissy Matthews



Cissy Matthews, Vice President of Instruction at Galveston College.

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

Cissy has been involved with TWHE and the Board of Directors since 2012. She has participated in several committees including Institutional Representatives, Regional Grants and the 2015 conference planning committee. She currently serves as the Vice President and President-Elect for TWHE in 2016-17.

Why do you find service on the TWHE board rewarding?

I have truly enjoyed being involved with the TWHE Board because of the inspirational women I get to work with. These women motivate me to get involved and give me the confidence to aspire to roles that I may not have otherwise considered.

List your degree/s and corresponding institution/s?

Cissy has a Bachelor of Business Administration degree from the University of Houston, a Master of Business Administration degree from University of Houston Clear Lake. She later returned to University of Houston to complete her Doctorate of Education degree.

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)

TWHE is an organization of women that work at all different types of higher education institutions and who serve in a variety of roles. Being involved with TWHE has taught me that women face similar issues regardless of the type of institution they are at or what role they have. If you want to meet fabulous women who are doing incredible things, I would encourage you to get involved with TWHE. If you are not sure how to get involved, start with attending the annual conference and letting TWHE Board members know that you want to get involved.



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).

TWHE Leadership Development Grant

Applications due March 15, 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 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, 972-758-3804

Jean Keller, University of North Texas, Jean.Keller@unt.edu, 940-565-3427

Cissy Matthews, Galveston College, cissy.matthews@gc.edu, 409-9441204

Renee McDonald, Southern Methodist University, 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.

“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