



Fall 2017 Newsletter

September, 2017

TEXAS WOMEN IN HIGHER EDUCATION E-NEWSLETTER

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

*TWHE is the American Council on Education (ACE)
Women's Network State Organization for Texas*

**ACE WOMEN'S
Network™**

2018 TEXAS WOMEN IN HIGHER EDUCATION CONFERENCE

ON THE RIGHT TRACK: PREPARING TO LEAD FULL STEAM AHEAD



SAVE THE DATE

**SUNDAY, APRIL 15 –
TUESDAY, APRIL 17, 2018**

**EMBASSY SUITES BY HILTON
DALLAS FRISCO HOTEL CONVENTION
CENTER & SPA**





President's Welcome

TWHE goes to Washington D.C.

TWHE was well represented at the American Council on Education Women's Network conference this last spring. This annual meeting was held in Washington, D.C. March 10 - 11, 2017 and gave TWHE board members an opportunity to network and share ideas with other state women's organizations. Attending this year was **Cissy Matthews** from Galveston College and current TWHE President, **Dani Day** from Collin College and TWHE President-Elect, and **Leah Teague**

from Baylor College and Past President of TWHE and current member of the ACE's Women's Network Executive Council. Also present for the leadership dinner was TWHE Past President **Jennifer Martin** from Texas Woman's University.

The ACE Women's Network State Chair's Leadership Conference is always an inspiring meeting with excellent speakers and interesting discussions that get us fired up to bring great ideas back to Texas. A new initiative the network implemented recently was to create a network vitality survey and dashboard. This survey helps state networks measure how vital and established they are based upon metrics that the Executive Council considered important. A few examples of the metrics include having a succession plan, holding an annual meeting and have by-laws and polices established. I'm happy to report that Texas Women in Higher Education scored 92% out of a possible 100 points. That was exciting to see!

On a personal note, I had a few hours of free time on the 11th before my flight left D.C. So, I found the Museum of Women in the Arts just a few blocks from the hotel and I thought that was an appropriate excursion for this trip. The museum had some interesting displays including classical art, alternative ceramics and even a piece of art that was made completely out of panties! But my favorite part was when I came upon some plaques titled "Herstory" (see picture below). While our "Her Stories" profile one particular woman's path to leadership, the museum's "Herstory" was more about the role women played in history through their artistic contributions. Regardless of the difference I found these stories absolutely fascinating.

Herstory

The fundamental skills historical artists needed to paint events from the past or scenes from mythology and religion were taught in European and American art academies that typically barred or limited women's access. In turn, many women artists of the past worked as portraitists. Conventional thinking held that women possessed the ability to copy single figures but lacked the intellect needed to develop more complex compositions.

Women artists' legacy of exclusion in figurative art has not prevented them from referencing and redefining history. They engage with subjects from the past and develop dynamic multi-figured images. Contemporary artists often use portraiture to explore themes of identity related to race, gender, and sexuality.



Overall, the trip to Washington D.C. was outstanding, motivational and informative. I look forward to going back to D.C. next year for the 2018 meeting which will mark the 100th anniversary of the ACE conference.

Below is a summary of the 2017 TWHE conference we had in San Marcos. I just want to add that it was a great conference and I enjoyed meeting so many new people and reconnecting with friends I hadn't seen in a while. If you have any question about TWHE or you would like to get involved with any of the committees, please contact me at amatthew@gc.edu.



[Cissy Matthews](#),
TWHE President
Vice President of Instruction
Galveston College



TWHE 2017 Annual Conference Summary
Dr. Debbie M. Thorne, Conference Chair

The 2017 Texas Women in Higher Education Annual Conference, themed “Harnessing the River of Power,” was held April 2 through 4, 2017 in San Marcos, Texas at the Embassy Suites Hotel, Spa, and Conference Center.

Over 220 people from institutions across the state attended the eleventh annual conference. Reflecting the broad-based mission of TWHE, attendees represented public and private four-year universities as well as community colleges, health science centers, technical colleges, system offices, non-profits and businesses. Faculty, staff, administrators and other professionals were among the conference participants and speakers.

Fifty attendees elected to participate in a pre-conference workshop on Sunday, April 2, 2017. The workshop, “Finding Flow: Aligning Your Career with Your Values,” focused on the ways in which core values may be used to decide on a career opportunity, determine a new career path, or reinforce current roles and choices. The workshop was presented by Amy Wolfgang and Michelle Poole, co-owners of Wolfgang Career Coaching and Coaching 4 Good in Austin, Texas. Feedback about the workshop included:

“This is a great workshop regardless of what phase of your career you are in. It should be offered again.”
“Could easily have been longer, but I appreciated what it was. It was an excellent value for the price.”

Institutional Representatives (IR) gathered for dinner on Sunday evening prior to the conference and discussed TWHE activities and heard about affiliated conferences at the campus and regional levels. For example, Texas Tech University recently hosted a regional conference to ensure women in West Texas had an opportunity for professional development.

Following the IR dinner, over 100 conference attendees gathered for an informal reception in the hotel atrium. Attendees noted that they appreciated the opportunity to relax, catch up with friends, and meet new colleagues and professional contacts. The conference also included a reception on Monday afternoon along the San Marcos River.

The conference featured inspirational speakers, panel discussions, and 18 concurrent sessions. Sessions addressed a variety of issues and opportunities germane to higher education, including those related to diversity and inclusion, career planning,



programs for women on campuses, student success, healthy lifestyles, and work/life balance. One session explored key findings from the best-selling book, *Grit: The Power of Passion and Perseverance*. Another examined the benefits of traveling solo.

Always a highlight of the conference, “HerStory” panelists shared their own paths to leadership and lessons they learned along the way. Several attendees highlighted HerStory in the conference evaluations:

“My favorite session was "her story." I really appreciated hearing how other women have risen to their positions.”

Respondents to the conference evaluation reported that the topics presented were of value and that they learned something useful from the presentations. Participants also provided feedback to make the conference more effective. Comments from attendees included:

- “As always, I appreciated the welcoming and collaborative tone at this conference. Even though there are women of all levels of authority and experience, I always feel like this conference creates a space where we all come together without feeling intimidated or inadequate.”
- “I recommend some "mixing" at lunches, perhaps have some table with topics that people are interested in discussing to get us to meet more people.”
- “I think the majority of sessions focused on the practical, applied solutions or strategies to make meaningful change without getting bogged down in concepts and theories. I liked that there was a range of women-student affairs, staff, administration, faculty presenting and participating.”
- “Pair a new attendee with a mentor or previous attendee, not to spend the entire conference, but to explain the conference and be available for inquiries. As a first-time attendee, it was difficult to meet others or join their conversations, as they were reuniting since the last TWHE conference.”
- “I was inspired and began to believe I might hold higher roles by virtue of sharing this conference with so many upper-level administrators. Thank you.”
- “Hearing about obstacles is ok, but focusing on strategies to get ahead are more effective.”



TWHE Recognizes President Brenda Kays by Nancy KingSanders

Dr. Brenda Kays was selected as the first woman president at Kilgore College in January 2016. Brenda has an extensive background in higher education spanning 32 years. Born in Wisconsin, she wanted to move to a warmer climate to attend college so Texas is blessed to welcome her. Brenda earned her bachelor’s and master’s degrees at Midwestern State University and her doctorate at the University of North Texas.

Dr. Kays’ path to becoming a higher education administrator began 32 years ago at Vernon College (VC) where she was hired as an assistant to the dean, counselor associate, counselor, before being named as Director of Counseling. During her tenure at VC, she volunteered to serve on various councils, committees and assignments. For example, she volunteered to be a member of the SACSCOC reaffirmation committee and to create an instructional program in substance abuse counseling. These small steps indicated her leadership skills and dedication to accreditation and institutional effectiveness, eventually resulting in her selection as Chief Academic Officer and Dean of Instructional Services at Vernon College.



Dr. Kays wanted to expand her leadership skills which led to her application at Guilford Technical Community College (GTCC) in North Carolina, a school in a different state with a student population of 15,000 compared to Vernon College's Enrollment of 3,000. She was initially selected as the Vice-President for Student Learning (Instruction) at Guilford. However, the president at GTCC knew that Brenda's prior experience at Vernon College provided the foundation for her to be the Vice-President for the combined position of Student Learning and Success (Student Support Services).

Another first for Dr. Kays was her subsequent selection in 2011 as the first woman President at Stanly Community College also in North Carolina. One of her many accomplishments as President at Stanly Community College was being awarded a Title III U. S. Department of Education grant for \$2,248,211 to fund a faculty innovation studio to support and train faculty for strengthening courses for optimum learning. The Faculty Innovation Studio was named in honor of Dr. Kays.

Desiring to return to Texas where she began as a community college educator over 32 years ago, Dr. Kays began serving as President of Kilgore College (KC) in February of 2016. She is passionate about student success and excited about the Guided Pathways movement. The faculty and staff at KC mirror Dr. Kays' passion and work hard to ensure educational excellence and this has contributed to Kilgore College being named the eighth best community college in America according to College Choice. College Choice considered several factors in developing an institutional performance score, including first-year retention rates, three-year graduation rates, credentials awarded, as well as factoring the percentage of non-traditional and minority students, percentage of Pell grants and minority graduation rates in order to create a diversity score.

One of Brenda's main goals at Kilgore College is to increase enrollment. To accomplish this goal, she plans to expand dual credit and career and technical education opportunities at Kilgore College, expand quality online learning opportunities, attract additional international students in conjunction with its American Honors program, and work with the KC Foundation to establish a "fourth funding stream" for the college.

Dr. Kays has had several mentors throughout her higher education career to include: Steve Thomas, President of Midland College; Don Cameron, President Emeritus of Guilford Technical Community College; George Fouts, a pillar of the North Carolina Community College System; Pat Skinner, President of Gaston College, and Scott Ralls, President of Northern Virginia Community College. Brenda said that she has been blessed to connect with quality mentors who have ultimately become good friends resulting in the motto: "Once a friend of Brenda - Always a friend of Brenda!" These mentors have provided advice and guidance on her career path to the presidency and still are influential today.

As for being the first woman president of Kilgore College, Dr. Kays hopes to be seen at "face value and on equal footing." She stated she hopes that her experience as a community college educator for more than 30 years will make her a good fit for the position. Brenda believes that the combination of a preponderance of more women pursuing advanced degrees coupled with their life and career experience in addressing challenges through collaborative problem solving will propel women into upper level administration as the norm.

Dr. Kays' advice for other women in higher education that desire an administrative position is to "Believe That It Is Achievable"—her mom taught her that life lesson! She feels that the path to become a president is not always intentional but a combination of strategic aspects of your career. It is essential to have broad experiences that include volunteering for committees and work assignments whether you are paid or not. She also believes that it is important to have and connect with mentors. Other essential experience for a college president is to have a proven track record of knowledge, skills, and attributes. Further in today's environment of declining higher education funding, it is also critical to have fund-raising ability and lobbying ability as well.



Breaking the glass ceiling: University of North Texas system names its first woman as chancellor 08/17/2017 © Dallas Morning News



It is welcome news that the University of North Texas System has snagged Lesa Roe, NASA's acting deputy administrator, to be the school system's third chancellor. She brings an impressive résumé, an expertise in the all-important math and sciences, and a reputation for effective team building. She'll be the first woman to hold the post, succeeding Lee Jackson, who announced his retirement earlier this year. Her appointment holds great promise for the evolving UNT system. It

is not every day that a NASA heavy-hitter comes onto the job market, and certainly not one with Roe's striking background. Although she took over as acting deputy administrator just this year, Roe, 54, has vast experience across NASA. She worked on 38 space missions and held numerous executive posts, including the top NASA administrator at the Langley Research Center in Virginia and the International Space Station Research Program Manager at Johnson Space Center in Houston.

Roe brings a reputation as a mission-focused, strategic team-builder who emphasizes *esprit de corps* and workplace balance without losing sight of objectives. As she once said in an interview, "it's all about attitude," stressing the importance of coming "into a room curious (and) asking questions in a positive way and wanting to know. It is a lot more important to really engage that team and if you don't they'll shut down and stop engaging."

We see much about her style and background to benefit the UNT system as it enters its next phase. Many future jobs rely on proficiency in the STEM fields ~ science, technology, engineering, and math. Who better than a person with Roe's background to elevate UNT in the ranks of respected research universities, a status that adds cache to a UNT diploma and a lure for prestigious researchers? That background should carry some muscle with state lawmakers when the time comes to appropriate money for higher education research. As the first woman to hold the UNT chancellorship, Roe is a powerful role model for young women, both in and beyond STEM careers, and she brings an encouragement to young women to, as she puts it, "don't let anyone tell you, you can't."

Jackson leaves behind a strong foundation for Roe to build on. During his 15 years at the helm, enrollment across the system increased some 56 percent, from 27,769 to 43,384. The UNT-Dallas campus grew from a satellite location in southern Dallas to its own institution, and the main campus in Denton and the UNT Health Science Center in Fort Worth expanded their footprints and offerings as well. On Jackson's watch, the system created a satellite campus in Frisco and he helped UNT-Dallas establish a law school in downtown Dallas. Now that leadership mantle falls to Roe. By all preliminary indications, it looks to be in good hands.

Lesla Roe's career highlights:

- Received a bachelor's degree in electrical engineering from the University of Florida at Gainesville and a master's degree in electrical engineering from the University of Central Florida.
- Joined NASA in 1987 as a radio frequency communications engineer in the Space Shuttle Engineering Directorate.
- Served as NASA administrator at the Langley Research Center in Virginia and as the International Space Station Research Program Manager at Johnson Space Center in Houston.
- Worked on 38 shuttle missions in various capacities.



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!

New ACE Data Tool Explores How Long It Will Take to Diversify the Presidency

August 07, 2017

[VISIT THE DATA TOOL](#)

On the heels of the June release of ACE's long-awaited *American College President Study 2017* (ACPS), a new interactive data explorer will allow users to understand when higher education might anticipate reaching gender and racial/ethnic parity in the presidency.

The "Looking Ahead" feature uses historical data from the ACPS to calculate when the percentage of women presidents and the percentages of minority presidents will mirror their representation in the general U.S. population. Users can engage with the data and create their own deep-dives to understand how specific growth scenarios play out over time.

The site also breaks down the data in key areas of the report, including the summary profile, women presidents, minority presidents, and diversity and inclusion issues. For the first time, data from previous editions are available to chart the progress of the presidency over the last two decades.



Readings:

[New paper from the “Women Know Stuff” Movement by Colleen Flaherty explains effort to fight gender bias in political science, and, perhaps, in other disciplines as well.](#)

TWHE Board Member Perspectives Paula Kenney-Wallace, Ed.D, Mathematics Adjunct, Del Mar College



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

“I first became affiliated with TWHE, members, and the mission at the South Texas regional meeting in Fall 2015, so I am still relatively new to TWHE. After attending the annual state conference (Corpus Christi) in Spring 2016 and meeting and dialoging with many women leaders around the state, Dr. Margaret Rice, a TWHE Board member approached me and asked if I would be interested in serving on the TWHE Board. Because my answer to serving with TWHE Leaders was “yes”, I submitted my professional résumé for consideration and was selected at the summer board retreat to serve on the TWHE Board beginning last fall (2016).”

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

“With the committee work that we are doing as TWHE Board members, we are giving women at higher education institutions across Texas the tools and network support they need to take on leadership positions and to identify and professionally develop more women leaders within these higher education institutions. We are helping to “move the needle”, one member, one department, one division, one Texas higher education institution at a time. The power of one is exponential!”

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

Ed.D., Educational Leadership, Texas A&M University-Kingsville, “An Analysis of the Relationship Between Emotional Intelligence, Constructive Thinking, and Student Achievement in Developmental Mathematics”, Dissertation Committee Chair: La Vonne Fedynich, Ed.D.

M.S., Mathematics (special emphasis in Adult Education), Texas A&M University-Kingsville

B.S., Mathematics (minor in Secondary Education), Texas A&M University-Corpus Christi

A.A., Business Administration, Del Mar College

~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).



“Having been a woman in Mathematics (a STEM field that has been traditionally dominated by men) for many years now, I am a huge proponent of making sure that women receive the same advancement opportunities and benefits from leadership positions that have traditionally been held by men. As a member of TWHE, we get the opportunity to help women recognize that they, too, have the potential for and ability to hold leadership positions at any institution type and at any institutional level, and that women are successful in holding high level positions along with raising our families; in other words, we can pursue both and still be effective in both; we do not have to choose one over the other. Joining TWHE and serving as a member, as an IR, or as a Board member gives women the opportunity to network with other women (and men) who are still blazing the trail of balancing the men versus women leadership ratio at our Texas higher education institutions, but at the same time being a part of TWHE will give these women the tools and the “voice” that is both needed and necessary to identify and to help professionally develop other women leaders within their own leadership chain of commands.”

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

“From a recent experience, I now know that clearly not all Educational Leadership doctoral programs are equal in providing the same Emotional Intelligence skills training to their doctoral students that I was provided in mine. This “difference” in Educational Leadership confirms that the regional and state conference workshops and trainings TWHE provides on gender differences and leadership differences are imperative for network support to new women leaders as they emerge, engage, and must learn how to navigate their leadership roles within these “differences” constraints. TWHE not only acts as a “catalyst” for advancing more women into leadership positions, but TWHE also provides these women with a network of support in achieving success once they are navigating in those leadership roles.”



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:

- Emily Klement
- Molly Woods
- Nancy KingSanders
- Kristin Croyle
- Paula Kenny-Wallace
- Christy Crutsinger

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

TWHE Regional Initiative Grants

The TWHE Board of Directors has approved offering regional initiative grants to motivate colleges and schools to organize regional events focused on topics related to the success, support or promotion of women in higher education. THWE will award grants up to \$500 for regional initiatives such as meetings, networking events and speakers that are supportive of at least one of the TWHE strategic priorities. The application process and eligibility requirements are available at the Events Tab on the TWHE Web site (www.TWHE.org).

TWHE Regional Grant Awardee, Spring 2017 Conversations about “Women in the Work Place”



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

Join the Conversation: Regional Grant Report

In the spring of 2017, I received grant funding from TWHE to review and assess the status of gender-related diversity at Baylor. The project included gathering fourteen women at Baylor who are interested in leadership. Each participant read



several short articles and then joined two informal conversations on how Baylor might help them thrive as professional women. As we enjoyed joining in conversation, the key theme that emerged during the conversations was that cultural change is crucial.

A vital fact brought up in the conversation is that we are aware of at least four committees that have studied diversity and equity on campus to make recommendations for improvement. These reports were gathered and read by the participants. As a result of this project, concrete recommendations were developed that include 1) regular and transparent reporting on gender diversity, 2) sustained campus education and awareness-raising, 3) developing a compelling case for gender diversity on campus, 4) sustained quality leadership development efforts, 5) required training for search committees, and, most critically, 6) creating an Office of Women at Baylor. As I am writing this summary, I have a meeting scheduled with Baylor's first female president, Dr. Linda Livingstone. I look forward to engaging her in the conversation about how to create an environment where women can thrive on our campus.

Am I a member of TWHE?

The clear answer is yes! By virtue of expressing your interest in TWHE, through participating in the annual conference or providing us with your email address, you are considered a member. TWHE does not charge membership dues. The organization is supported through the successful operation of the annual conference and the sponsorships and donations received in conjunction with the conference. If you have any question about TWHE or you would like to get involved with any of the committees, please contact [Cissy Matthews](#), Vice President of Instruction, Galveston College.

Check out TWHE Listserv

For the latest news and information on TWHE and other topics related to women's leadership, sign up for the TWHE listserv by emailing twheconnect@gmail.com.

“Like” Us on Facebook

Join the TWHE community online by liking our Facebook page:

<https://www.facebook.com/TexasWomenInHigherEducation>

TWHE Newsletter

If you have an article or suggestion that you would like to submit to the TWHE Newsletter, please contact our TWHE Newsletter Coordinator, Nancy KingSanders at nancy.kingsanders@tamuk.edu