
Moving on Up: *When Advancement Requires You to Relocate*

TWHE Conference Presentation
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Texas Women in
Higher Education

Session Presenters

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Session Roadmap

- Women in Higher Education - Context
 - Mentoring
- Our Personal Stories
- When Considering a Move...Tips and Recommendations
- Q&A



Women in Higher Education

Research Context
Mentoring



Texas Women in
Higher Education

PRESIDENTS



While the number of women presidents has increased since 1986, as of 2011, women only hold 27 percent of presidencies across all institutions of higher education.*



Women presidents are more likely to have a PhD or EdD than their male peers.

Education, humanities, and the social sciences were the top three fields of study among all presidents.***



Women presidents are more likely to have served as a CAO/provost or other senior executive in academic affairs. Male presidents are more likely to have never been a faculty member, come from outside higher education, or had a different senior campus executive role than women presidents.****



CHIEF ACADEMIC OFFICERS



Currently
married

89% vs. **71%**

Have children **87%** vs. **73%**

Women CAOs are not married and do not have children at the same rates as their male counterparts.**



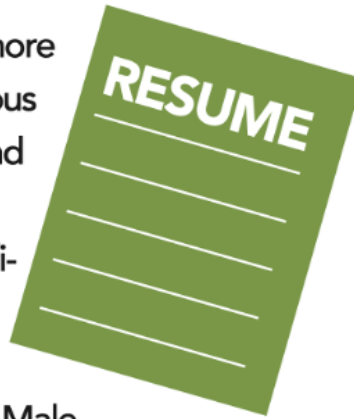


Unlike presidencies, where more women possess a PhD or EdD, male CAOs slightly lead women CAOs on possessing a doctorate.****

Similar to college presidents, the top three fields of study for CAOs are education, humanities, and social sciences.***

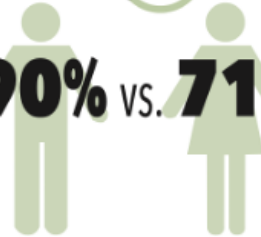


A woman CAO is more likely to have previous CAO experience and to have served as a senior academic officer or other senior executive outside of academic affairs. Male CAOs are more likely to previously have served as an academic dean or other campus executive in academic affairs.****



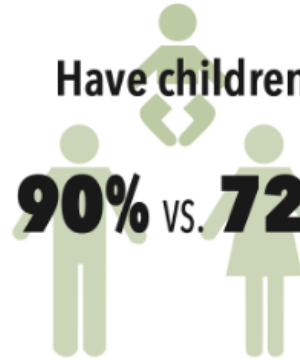
Currently married

90% vs. 71%



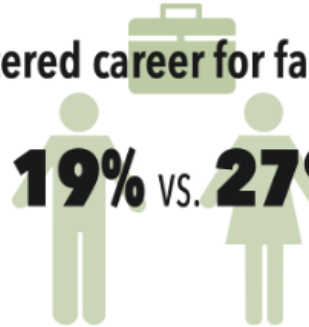
Have children

90% vs. 72%



Altered career for family

19% vs. 27%



Women presidents are less likely to be married, less likely to have children, and more likely to have altered their career for family.**

Mentors | Board of Directors

Having a mentor can be life-changing....BUT...finding a mentor can be a challenge.

Strategies for finding a mentor or mentee:

- Admired colleague or friend
- Someone with a formal leadership role
- Leadership development opportunities
- Executive coach
- Community organizations and boards
- Starting (or engaging in) a mentoring organization at your institution



Seek Input and Perspective

Why you should consider appointing your own Board of Directors:

- Can help you expand your perspective and work on different aspects of your career
- It makes the mentor 'ask' much more manageable
- Open doors and expand your network
- Develop you
- Coach and challenge you
- Advocate for you
- Hold you accountable



The Importance of Feedback

Feedback is our **biggest gift** to each other because we don't know what we don't know. This applies to both positive and negative feedback.

How to make feedback useful:

- Invite frequent feedback from others - Show colleagues it is “safe”
- Take time to digest feedback
- Seek opportunities to build self-awareness and a growth mindset
- Implement what you have learned and create transparency when trying new strategies (and ask for feedback on how they are working)
- Be willing to provide thoughtful feedback for others

Consideration: Communicate interests and career goals with family and ask for feedback



Our Personal Stories



Kristina



2006-2015: *Growing where I was planted*

- From entry-level professional to first administrator role
- Personal considerations: **New Marriage, Kids Under 18, Finances, Education, Proximity to Parents**
- Pursuing education: Masters degree and Doctoral Degree
- **Taking on new challenges; failing and succeeding**
- **Mentorship:** Informal, observing others, support from supervisors, building professional support group

Kristina



2017 - Making a Move!

- Personal considerations: **Leadership path, Marriage Goals, Adult Kids, Salary**
- Dean role and adjunct teaching
- **Mentors:** Formal mentor, network of friends and colleagues



2022 - Commuting

- Personal considerations: **Leadership path, Broadening Experience**
- Executive role; from Community College to University
- **Mentors:** Observation of experienced leaders around me, extensive network of friends and colleagues

Teresa

2022 - 2023 Making a Move! & Commuting

- Personal considerations: **Leadership path, Broadening Experience, Marriage/Partners in this Journey, College Kids/Driving, Salary**
- **1st Executive Role**
- **Mentors:** Formal mentor, network of friends and colleagues
Observation of experienced leaders around me, extensive network of friends and colleagues



Teresa

2006-2022: *Becoming the Professional I Never Knew*

Was Possible as a First Gen.

- From entry-level professional to first administrator role
- Personal considerations: **New Marriage, Kids Under 18, Advancing Education, Close to Parents to help with kids**
- Pursuing education: Masters degree and Doctoral Degree
- **Taking on new challenges; failing and succeeding**
Mentorship: Those that took me under their wing, informal, observing others, support from supervisors, building professional support group csrde@uu.edu



Lee



2001-2016: Who Did I Want to be When I Grew Up?

- The journey from faculty member to administrator and learning what made me feel like my best self
- **Personal considerations:** Far from parents, marriage, divorce, pursuit of doctorate, professional growth, desire to have an impact
- Pursuing education: Doctoral Degree
- **Mentorship:** Supervisor, observing others, executive coach/mentor, building professional support group

Lee

2017 - Making a Move!



- Personal considerations: **Leadership Path, New Challenge, Salary, New Relationships**
- Executive Director in a District role
- **Mentors:** Formal mentor, network of friends and colleagues

2020 - Taking a Leap of Faith



- Personal considerations: **Broadening Experience**
- Dean of Instructional Support Services
- **Mentors:** Observation of experienced leaders around me, extensive network of friends and colleagues

2023 – Discovering a Great Fit



- Personal considerations: **Leadership path, Broadening Experience, Happiness**
- Associate Vice Provost for Academic Affairs
- **Mentors:** Observation of experienced leaders around me, extensive network of friends and colleagues

When Considering a Move...

Tips and Recommendations



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Tips and Recommendations

- Seek to be **strategic; not reactive**
 - *How can your skills & experiences fill the gaps in your future organization and how will that organization invest in you?*
 - Consider: availability of new **opportunities and experiences**, professional **connections and/or mentors**, institutional **culture**
- When negotiating your salary, consider differences in **cost of living**
- Communicate your goals and concerns with your **partner, family system, and mentors/board of directors**



The Right Fit at the Right Time

- **Stay open to possibilities**; the best opportunity for learning and growth may not be the one that you expect
- **Be patient**
- Don't be afraid to **turn down an offer** if it's not the right fit
- ***Trust your gut!***
- Invest in yourself for the **long term**; you need to sustain yourself in a variety of ways for mental/emotional/physical/spiritual health





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