

# Network News

Volume 1, Issue 2  
March, 2011

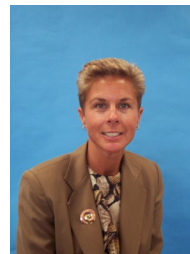
IOWAWHE  
[www.iowawhe.org](http://www.iowawhe.org)

Iowa Network for

## Women in Higher Education

### From the President

Welcome to our spring 2011 edition of the IOWAWHE Newsletter. I want to alert you to a wonderful professional development opportunity - our IOWAWHE Leadership Conference being held April 15<sup>th</sup> at the University of Northern Iowa. The program will cover such topics as strategic mentoring, redefining leadership on your own terms and the opportunity to interact with a search consultant. We have a great list of dynamic speakers and hope that you can join us. There are more specific details of the conference further back in the newsletter.



Ellen Kabat Lensch

To better serve you, the Executive Board of IOWAWHE recently reviewed and updated our strategic plan. Let me share our results:

Our Vision: To advance and enhance women leadership in higher education.

Our Mission: To be the premiere network for women in higher education in the state of Iowa.

Our Strategic Initiatives include:

- Recruit and maintain membership
- Provide professional development opportunities to women in higher education
- Strengthen connections with the national Office of Women in Higher Education – part of the American Council on Education (ACE)
- Create networking and mentoring opportunities for women in higher education

We are moving forward with our professional development opportunities and a focus on mentoring. We will continue to strive towards meeting and exceeding your needs.

As we are all well aware, these are very challenging times in higher education – and there is no clear light at the end of the tunnel. It is our hope that you will utilize the IOWAWHE network of women and professional development opportunities to gain ideas and insights in helping you find successful solutions.

Look forward to seeing you at the conference.

Ellen Kabat Lensch, Ph.D.  
IOWAWHE President  
Executive Director, Eastern Iowa Community College District  
[www.iowawhe.org](http://www.iowawhe.org)

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### Calendar of Events

- April 15:  
Spring Leadership Conference  
University of Northern Iowa ~  
Cedar Falls, IA
- June 22-24: 77th National  
Leadership Forum ~  
Washington, DC

You may apply to attend meetings outside our region, and if there is room, you may be accepted. Contact the office of OWHE or Ellen Kabat Lensch, our Iowa liaison to the National Network.

*Iowa Network for Women in Higher Education*

## IOWAWHE Book Review

If you enjoy reading inspirational real life stories about women leaders, you will want to read the book entitled *How Remarkable Women Lead* by Joanna Barsch and Susie Cranston. The authors conducted conversations with women leaders concerning what made them successful in work and in life. Based on these conversations, they put together a five part system which was called Centered Leadership. This system was based on the concepts of meaning, framing, connecting, engaging, and energizing. Each concept builds upon each other. In combination, they create the Centered Leadership approach which unleashes tremendous fuel for women for peak performance and satisfaction—the keys to lifelong success. The book illustrates the five concepts of Centered Leadership by using interviews and surveys with successful women who explain how they coped successfully with demands of work, family, and social roles. After reading this book, you will be able to use these concepts to develop your own personal leadership growth plan.

Rhonda Pennings  
Dean of Arts & Sciences/Business & Health Division  
Northwest Iowa Community College



## IWHE Spring Leadership Conference

University of Northern Iowa will host our leadership conference, *Agents of Change: Iowa Women in Higher Education Network Spring Event*, April 15, 8:30 a.m. – 4:00 p.m. in the Center for Multicultural Education, 109 Maucker Union.

The Iowa Women in Higher Education Network (IWHE) Board of Directors is organizing a leadership conference for women in higher education administration in the Midwest region. The primary goal of the conference is professional development with a focus on women as agents of institutional change.

Tentative agenda items include: 1) career mapping and negotiations on the job, 2) strategies for agents of change, 3) mentoring, and 4) diversity. UNI's provost Gloria Gibson will be the keynote speaker in the morning. There will be three concurrent sessions in the morning and three more in the afternoon. Lunch will be provided with networking opportunities. The conference will end with a session by search consultant, Julie Tea, who will facilitate a career mapping exercise and dialogue about career advancement. Please visit the website for more details or to register at: [www.iowawhe.org](http://www.iowawhe.org)

If you have any questions please call Women's and Gender Studies at the University of Northern Iowa 319-273-7102 or email [Carol.Squires@uni.edu](mailto:Carol.Squires@uni.edu).

Phyllis Baker  
Director & Professor  
University of Northern Iowa  
Women's and Gender Studies



## Search Consultant to Speak at Spring Leadership Conference



**Julie E. Tea**  
**Senior Consultant, Academic Search, Inc.**

Julie Tea has over seventeen years of experience in higher education and has been leading executive searches for ten years. She has assisted private and public institutions in their searches for president, provost and vice president for academic affairs, vice president for advancement, vice president for student development, dean of arts and sciences, and dean of business.

Prior to joining Academic Search, Inc., Julie served small- to medium-sized highly selective private universities and garnered experience at the executive, graduate and undergraduate levels. She has significant knowledge of the culture of higher education and its best practices.

Most recently, Julie served as a special assistant to the president at the University of Richmond (Richmond, Va.), a position she held for more than seven years. As a direct report to the president, Julie played a critical role in the development of the institution's leadership team, leading several senior-level searches in the areas of academic affairs, advancement, student affairs, and institutional research. Through this work and other senior administrative responsibilities, which included the management of a presidential transition, she interacted regularly with members of the University's board of trustees, donors, faculty, staff, students, alumni, and community leaders.

Prior to her engagement at the University of Richmond, Julie worked for several years at Georgetown University (Washington, D.C.). She coordinated international admissions at the undergraduate level before moving to the Georgetown Graduate Public Policy Institute to direct its academic administration and career development program. Julie began her work in education abroad, as a teacher of English as a second language for the St. Stephen's School, an international high school in Rome, Italy.

Julie earned a bachelor's degree from the University of Pennsylvania and a master's degree from Georgetown University.

Julie will be presenting on **"The Search Process: Optimizing your Candidacy"** at the Spring Leadership Conference at the University of Northern Iowa on Friday, April 15. Conference details and how to register are on page two.

## Spotlight on Leadership

### Elizabeth Hoffman: Leadership in Higher Education

By Laura Millsaps, Staff Writer, The Ames Tribune, Business Quarterly Magazine

Originally Published, Wednesday, January 5, 2011  
(permission granted to reprint article)



Elizabeth Hoffman gets right to the point on why she holds the office she does, as executive vice president and provost at Iowa State University: Women have made great strides in equality both in society and in higher education institutions.

“We’ve made so much progress in the last 40 years,” Hoffman said. “The fact that we still have work to do is a challenge to take up, but I welcome it. It’s something I care deeply about.”

For Hoffman, who received her undergraduate degree from Smith College in 1968, her career is almost a microcosm of the “firsts” that women forged in the decades following passage of Title VI and IX of the Civil Rights Act.

She was the first woman tenured in the business school at Purdue University. She was the first woman dean for the College of Liberal Arts and Sciences at ISU. She was the first woman provost at the University of Illinois and at ISU. She served a five-year stint as president of the University of Colorado from 2000 to 2005, where she was only the second woman to serve in that position.

Sharing success through mentoring:

Filling leadership roles began early for Hoffman, who was elected president of her Girl Scout troop when she was 15 and growing up in Pennsylvania.

“I didn’t seek it. I was surprised as anyone else in the room,” said Hoffman of her fledgling role as a leader.

What followed was an academic career of teaching and research in history, economics and higher education administration.

In her own discipline, Hoffman is active in mentoring the next generation. Economics is a traditionally male academic field, and Hoffman has worked hard to change the gender balance.

“I have a responsibility to bring more women along to be respected, to be educated, to be promoted in the profession,” said Hoffman.

As part of that responsibility, Hoffman served on the Committee on the Status of Women in the Economic Profession, a committee of the American Economics Association, from 1988 to 1993. She was chair of CSWEP from 1991 to 1993. Under a CSWEP partnership program with the National Science Foundation, Hoffman mentored six junior women faculty members from around the country beginning in 1998.

Now, those women are all fully tenured at major universities, and Hoffman’s mentoring group was the only one to have a 100 percent success rate. She took four more junior women faculty under mentorship in 2006.

It was for these efforts she was recently awarded the 2010 Carolyn Shaw Bell Award from CSWEP, given annually to a person who has furthered the status of women in the economic profession.

(cont. next page)

## Elizabeth Hoffman: Leadership in Higher Education

(cont. from pg. 4)

Then and now, Hoffman has seen the full spectrum of attitudes about women in higher education. When she applied for the graduate program in history at the University of Pennsylvania in 1968, she struggled to convince the male faculty there that she, or any woman, belonged.

"They asked me what my husband planned to do," she said. "They asked me if I was planning to have a family. They didn't think women were capable of taking an academic career seriously, and told me that most women quit anyway.

"I found out that women graduated at about the same rate men did, subject to the constraint they placed on women simply by not admitting them in greater numbers. There were so few it was only more noticeable when one did quit. I presented this information to them and said basically, 'shut up.'"

She was one of only two women accepted that year in a class of 30. She was the first in her class to finish, and she was first in her class.

"I've always believed: don't get mad; get even. I felt like I got even," she said.

Now, Hoffman said, women serve in the highest ranks of university administration, and those numbers are growing, partly because women of her generation were able to grow their careers over time.

"If you think about it," she said, "my class ('68) was the first class of women to have careers similar to our male counterparts, and we're turning 64 this year. It takes time to come up through the ranks to have enough women in numbers in higher education, or anywhere. I don't see it happening without having gone through the steps."

Hoffman still sees things that need to improve. She thinks women are still asked inappropriate questions about their family lives when applying for academic positions. She said research has shown women in science, technology, engineering and math fields often feel forced to choose their careers over having a family life, and that needs to change. She believes some people fail to show female leaders the same respect that is shown their male counterparts.

"There is still a long way to go before there are truly equal opportunities for women in higher education," Hoffman said, "but the opportunities for women in their undergraduate degree programs now? The future looks really terrific for them."

### From the Editor

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