

# Network News

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

## Iowa Network for *Women* in Higher Education

### From the President

The calendar tells us it is spring, but the weather has yet to convince. Spring is a favorite time of year as we begin to see new life as tulips and daffodils rise from the ground and the sun begins to shine a little longer each day. Spring also ushers in our annual gathering at the IOWAWHE Women's Leadership Conference. This is a marvelous opportunity to renew friendships, connect with mentors, and network with new colleagues in higher education. I personally value this opportunity to share and learn from other women leaders how they are meeting the challenges that surround us in our ever-changing educational landscape.



**Dawn Bratsch-Prince**

Another sign of spring is the annual ACE Women's Network State Coordinator Leadership Conference. Together with Georgina Dodge, our IOWAWHE president elect, I had the opportunity to attend the State Coordinator Leadership Conference, March 2-3, 2013 in Washington D.C. This annual gathering of like-minded women leaders in higher education was an outstanding and, most importantly, an inspiring event. The conference theme was "Advancing Women Together". One of the keynote speakers, Lucie Lapovsky, chair of the Board of Directors of the National Council for Research on Women, addressed the issue of the underrepresentation of women in leadership roles in business and in higher education, sharing data compiled by the NCRW ([www.ncrw.org](http://www.ncrw.org)). While over 50% of college degrees (at all levels) are awarded to women, and women comprise over 50% of the work force (and have for some time), only 18% of leaders across disciplines are women. As members of the ACE Women's Network, one of our charges is to influence an increase in women in higher education leadership roles in our state. How can IOWAWHE better advance women? Through engagement with our membership, we can raise awareness of the need for more women leaders in higher education throughout Iowa. We can identify the issues that are standing in the way of women's advancement at our institutions and collectively work to break down these barriers. Finally, we can play an important role in the development of networking and mentoring opportunities to help build capacity among women in our state. Let me end by encouraging you all to familiarize yourself with the resources available to you through the [ACE Women's Network](http://www.acewomen.org).

I look forward to seeing you all at our April 4-5 Women's Leadership Conference!  
Dawn Bratsch-Prince  
IOWAWHE President  
<http://www.iowawhe.org>

**ACE WOMEN'S  
Network™**

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### Calendar of Events

- April 4-5: IWHE Spring Leadership Conference ~ St. Ambrose University
  - June 19-21 and December 4-6: National Women's Leadership Forums~ Arlington, VA and Alexandria, VA
- For more information, visit:  
<http://www.acenet.edu>
- You may apply to attend meetings outside our region, and if there is room, you may be accepted. Contact the office of OWHE or Dawn Bratsch-Prince, our Iowa liaison to the ACE Women's Network.

*Iowa Network for Women in Higher Education*

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## IowaWHE Annual Spring Leadership Conference “Navigating Change”

### April 4-5, 2013, St. Ambrose University, Davenport, Iowa

The IowaWHE Annual Spring Leadership Conference once again brings together women from all corners of the state to network as we discuss the issues facing leaders in higher education today. The theme of this year’s conference is “Navigating Change”. What are the big and bold issues facing higher education today? How do we, as women leaders, prepare ourselves professionally to meet the challenges and changes that surround us? This year’s speakers are both aspiring and accomplished leaders who will share their insights on navigating career development, as well as institutional change, in positive and proactive ways.

Join us on **Thursday evening, April 4, 2013 5:00-7:00 pm**, for a social hour and a time to network with colleagues from across the state. This is a new feature of the IowaWHE Conference added in response to your requests for more networking opportunities.

The Conference begins **Friday morning, April 5, at 8:00 am**, with a continental breakfast. For additional conference details and registration, visit: <http://www.iowawhe.org>

Thank you to our sponsoring institutions: Iowa State University, Kirkwood Community College, and the University of Northern Iowa.

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### IowaWHE Book Review

In the book entitled *Through the Labyrinth: The Truth about How Women Become Leaders* by Alice H. Eagly and Linda L. Carli, the authors explored research data that shows that the majority of women still secure fewer higher-level positions compared to their male counterparts. Based on this data, the authors examined reasons why women leaders travel difficult paths in their leadership journey. They proposed that the glass ceiling is no longer an appropriate concept and offered the metaphor of the labyrinth as an alternative metaphor. The labyrinth instilled an image in the minds of readers of a journey that has twists and turns but ultimately leads women to the center of their destination as successful leaders.

The authors argued that a variety of barriers still exist for women seeking leadership positions and that women must navigate their own way through a labyrinth around major challenges they face. These challenges included overcoming gender discrimination, discovering their unique leadership styles, balancing family responsibilities and careers, using social capital, and handling authority positions in traditional organizational structures. The authors also shared two principles for success: women should adopt a blended approach of being argentic and communal, while putting an emphasis on building social capital. This book is a valuable resource to all women who seek higher-level leadership positions.

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## SELECTED BIOGRAPHY—President Sally Mason

The IowaWHE is delighted to welcome President Sally Mason of the University of Iowa as our new presidential sponsor. We sincerely thank our previous presidential sponsor, President Ben Allen of the University of Northern Iowa, for his support, and we wish him all the best in retirement.

Attendees at last year's conference had the opportunity to hear President Mason speak about her leadership journey, as she shared some of the challenges she has faced as well as some of the successes and joys of leadership. She provided valuable advice and tips to women leaders who seek to advance their careers.

Sally Mason became the 20<sup>th</sup> President of the University of Iowa in 2007. The daughter of an immigrant family and the first child to attend college, President Mason holds a Ph.D. in cellular, molecular, and developmental biology from the University of Arizona and is currently a full professor of Biology at Iowa.

After receiving her Ph.D., she joined the molecular biosciences faculty at the University of Kansas in 1981 and became Dean of the College of Liberal Arts and Sciences in 1995. A strong advocate of undergraduate education, she received awards for outstanding undergraduate advising and teaching, and she was awarded a prestigious Kemper Teaching Fellowship. President Mason served as Provost of Purdue University from 2001–2007.

President Mason is the author of many scientific papers and has obtained a number of research grants from the National Science Foundation, the National Institutes of Health, the Wesley Research Foundation, and the Lilly Endowment. She has served or is currently serving leadership roles in such organizations as the Council of Colleges of Arts and Sciences; the National Science Foundation Directorate for Education and Human Resources; the Association of Public and Land-grant Universities (APLU); the American Council on Education (ACE); the Universities Research Association; Campus Compact; the Committee on Institutional Cooperation (CIC); the Big Ten Conference, Inc.; the Herbert Hoover Presidential Library Association; the Task Force on National Energy Policy and Midwestern Competitiveness of the Chicago Council on Global Affairs; and the National Medal of Science President's Committee.



Sally Mason, Ph.D.

## Plan to Attend the Iowa Women's Leadership Conference

The Iowa Women's Leadership Conference will be held **April 23-24, 2013 at the Coralville Marriot Hotel & Conference Center in Coralville, Iowa**. The conference began in 2007 to fill a gap in women's leadership training opportunities and has since evolved into a comprehensive statewide, nonprofit resource devoted to promoting women's leadership. This year's event will feature nationally renowned speakers, including Gloria Steinem, Martha Stewart, and Bernice A. King. In addition, pre-conference workshops, performances, an exhibit, and networking opportunities make for an action-packed two days. **For more information and to register, visit the IWLC website: <http://iwlcleads.org/>.**

## Work-life Balance at ISU

By Diane Debinski and Bonnie Bowen  
ISU ADVANCE Program, Iowa State University



ISU is committed to being a great place to work—where a faculty member can be successful in her/his career *and* have a satisfying life outside the university. This commitment is embodied in the ISU Strategic plan, which states: Iowa State will be a magnet for attracting outstanding faculty and staff who create, share, and apply knowledge to improve the quality of life.

To be successful in these endeavors, ISU has implemented two important policies that support faculty flexibility associated with arrival of children, eldercare, and other work-life balance issues: the tenure clock extension policy and a part-time tenure track option.

The tenure clock extension policy can be used by women and men for a variety of reasons, most commonly for the arrival of a child. This policy allows for a one or two-year extension to the time a faculty member is evaluated for tenure. Because the tenure clock and the maternal clock often overlap in deadlines, this is an important policy, particularly for women faculty. The part-time tenure track policy allows tenured faculty to reduce their appointment in order to pursue work-life balance issues as well as other endeavors. Although the faculty member must take a cut in pay, this policy provides the option to scale work back temporarily if additional time is needed for other life issues. And, indeed these policies have had an impact.

A national survey of tenure-eligible faculty in 2009 rated ISU higher than its peers as an institution that makes having and raising children and the tenure-track compatible. The Provost's Office and the ISU ADVANCE Program have conducted workshops for department chairs and for faculty to assure that these policies are understood and implemented. Additional progress can still be made, but these policies and surveys have put ISU "on the map" as being a progressive institution supportive of work-life balance.

### Bio sketches

Diane Debinski, a co-PI of the ISU ADVANCE Program, is a Professor in the Department of Ecology, Evolution and Organismal Biology at ISU (photo credit Robert Elbert).

Bonnie Bowen, a co-PI and the Executive Director of the ISU ADVANCE Program, is an adjunct faculty member in the Department of Ecology, Evolution and Organismal Biology at ISU (photo credit Jenn Boccella).

## Carrie Chapman Catt Center for Women and Politics

By Director, Dianne Bystrom, Iowa State University



The Carrie Chapman Catt Center for Women and Politics at Iowa State University is once again offering its campaign training program, Ready to Run™ Iowa.

Ready to Run™ Iowa is a statewide, non-partisan program designed to recruit and train women to run for elected office, prepare for appointed office or become involved in public life as leaders in their communities. The Catt Center has offered the Ready to Run™ Iowa program every other year since 2007 as part of a national network founded by the Center for American Women and Politics at Rutgers University.

This year, the program is being offered in a new format. In response to feedback from past program participants, assessment of the program by Catt Center staff and scholarship on the influence of campaign training programs on women's political participation, the center has successfully transitioned the program from a one-day conference to a series of six monthly workshops. This new format has more than doubled the amount of instruction participants receive.

Thus far, each workshop – January through March – has been filled to capacity and included more than 50 participants from across the state of Iowa.

The 2013 series kicked off on January 18 with “Introduction to Iowa Politics,” a workshop designed to answer the most common questions about politics and government in Iowa. It featured sessions on Iowa's electoral process, party politics and resources and women's political status in the state.

The February 15 workshop, “Launching Your Campaign,” provided an overview of the key elements of a campaign and included a discussion of campaign resources for women and tips and strategies for women candidates.

On March 8, the workshop, “Navigating the Routes to Public Service: Appointment to Boards and Commissions,” focused on how to successfully position oneself for appointment to a municipal, county or state board or commission. Given Iowa's legislation requiring gender balance on state and local boards and commissions, it included a discussion of how to submit an application, who to contact for follow-up and suggestions for improving one's chances of appointment.

The remaining April, May and June sessions will address the topics of fundraising, advocating an issue, and media training and strategies, respectively.

Limited seating is still available in the final three workshops. To register, visit the Catt Center's website at: [cattcenter.las.iastate.edu/events/ready-to-run/](http://cattcenter.las.iastate.edu/events/ready-to-run/). The fee for each workshop is \$20, which includes workshop materials, a parking pass and light refreshments.

The 2013 Ready to Run™ Iowa program is sponsored in part by the following: the Ames Chamber of Commerce, the League of Women Voters of Ames, the League of Women Voters of Iowa, Mediacom and the Women's and Diversity Grant Program by the Office of the Senior Vice President and Provost at Iowa State University.

### From the Editor

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