

IOWAWHE

Iowa Network for *Women* in Higher Education

Advancing women's careers and leadership in higher education



From the President

The purpose of IOWAWHE is to advance women's careers in Iowa higher education. IOWAWHE accomplishes this mission by creating a network of women, providing professional development opportunities, promoting the visibility, recognition, and advancement of qualified women, and eliminating barriers to women's achievement in higher education leadership.

Each year, IOWAWHE organizes an annual Leadership Conference and invites women from IOWA to network and discuss the issues facing leaders in higher education today. This year, the Annual Leadership Conference is being hosted by Iowa State University and scheduled on April 8th. The theme of the conference is "Preparing for Leadership Challenges." Four sessions have been organized with outstanding women who will share their experiences on critical topics relevant to current and aspiring leaders. On April 7th, IOWAWHE organizes a pre-conference reception in Reiman Gardens in the Garden Room. Please take advantage of this opportunity to network with other women in the state and learn more about how to get involved with IOWAWHE.

In addition, IOWAWHE is pleased to invite you to submit nominations for the new 2016 Distinguished Higher Education Leadership Award, which will be presented at the Annual Leadership Conference on April 8th, 2016. Submission guidelines and criteria for this award are available at <http://www.iowawhe.org/>. Nominations are due March 14, 2016.

Please invite colleagues and plan to attend the leadership conference in April. Visit <http://www.iowawhe.org/homepage.html> for details about registration and information. I look forward to meeting you on April 7th and 8th.

Maria Bohorquez
IOWAWHE President



UPCOMING EVENTS

March 12-18: **ACE Women's Network Conference and ACE Annual Meeting**, San Francisco

April 7-8: **IOWAWHE Spring Leadership Conference**, Iowa State University

June 15-17: **National Women's Leadership Forum**, Arlington, VA

For more information, visit www.acenet.edu or contact Ellen Kabat-Lensch, Iowa Liaison to ACE Women's Network

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Moving the Needle: Advancing Women Leaders in Higher Education

This collaborative, multi-association initiative seeks to increase the number of women in senior leadership positions in higher education through programs, research, and resources.

While many believe that women's battle for gender parity in the workplace has already been won, recent data suggest that this is far from reality. According to ACE's "The American College President 2012" report, only 26% of the nation's college and university presidents are women and the rate of change has stalled since the late 1990s. Although women now earn the majority of all college degrees and are well represented in entry- and mid-level positions in most sectors of the economy, they have made surprisingly little progress in advancing to chief executive positions.

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. This collaborative, multi-association initiative seeks to increase the number of women in senior leadership positions in higher education through programs, research, and resources.

A round-table discussion featuring over 50 representatives from associations and organizations with active women's leadership agendas was held in the summer of 2014. The following 4 goals were introduced. The convening gathered signatures from individuals committed to working to advance one of the specific goals.

1. Generate a national sense of urgency elevating the need for advancing women in higher education leadership positions.
2. Encourage governing boards and other higher education institutional decision- & policy-making bodies to consider practices for recruiting and hiring women to chief executive offices.
3. Achieve women's advancement to mid-level and senior-level positions in higher education administration by building capacities in women and in institutions.
4. Suggest practices and models that recognize success in advancing women in higher education.

Renew your Membership or Become a Member!

The Iowa Network for Women in Higher Education (IOWAWHE) welcomes individuals and institutions to join our network as members. Memberships run the calendar year, January 1 - December 31.

Individual Member

Women interested in leadership and career development in higher education are invited to join IOWAWHE regardless of their status (staff or faculty) or rank. Benefits include reduced rate to sponsored events focused on developing administrative and leadership skills, IOWAWHE communications and networking with colleagues throughout the state.

Institutional Sponsor

Please note that our membership structure has changed this year for institutional members. As an institutional sponsor, benefits received include unlimited individual memberships within your institution. Additional benefits include one Institutional Representative (IR) to serve as a liaison between your campus and IOWAWHE, reduced rate for all faculty and higher level staff to sponsored events, networking with colleagues throughout the state, IOWAWHE communications, demonstration of support for the advancement of women and being listed as sponsors on web and publications.

Additional sponsorship and recognition opportunities are also available to institutional sponsors.

Complete your membership now at: <http://www.iowawhe.org/membership.html>!



IOWAWHE Annual Spring Leadership Conference

April 7-8, 2016

Iowa State University, Ames, Iowa

The IOWAWHE Annual Leadership Conference brings women together from all corners of the state to network and discuss the issues facing leaders in higher education today. The theme of the 2016 conference is "Preparing for Leadership Challenges." What are some of the major challenges confronting higher education today? How do women leaders prepare themselves to meet those challenges? A panel of women leaders will share their insights and experiences on some of the issues relevant for current and aspiring leaders. This year's conference is being hosted by Iowa State University.

Join us **Thursday evening, April 7, 5:30-7:00 pm** for networking and hors d'oeuvres in [Reiman Gardens](#) in the **Garden Room** (1407 University Blvd. Ames, IA 50011).

The conference begins **Friday morning, April 8, 8:00 am** with a continental breakfast in the **ISU Alumni Center** (420 Beach Avenue, Ames, IA 50011). A map is available: <http://bit.ly/1PjE8ZQ>

We have reserved a block of rooms for the evening of Thursday, April 7 at the [Gateway Hotel and Conference Center at Iowa State University](#) (2100 Green Hills Drive, Ames, IA 50014). Please call **1-800-FOR AMES** by Thursday, March 17 to reserve your room. In order to take advantage of the negotiated rate, please indicate you are affiliated with the Women in Higher Education Leadership Conference.

To register, visit: <https://goo.gl/zgjhDi>

IOWAWHE Distinguished Higher Education Leadership Award 2016 Guidelines

IOWAWHE is currently accepting nominations for their new Distinguished Higher Education Leadership Award. This award was created to recognize and honor those individuals who have distinguished themselves by providing outstanding leadership to women in their institutions, in their profession, and in society-at-large. The award is designed to recognize work on behalf of women in higher education that is beyond the scope of the nominee's formal staff or faculty job responsibilities. Please see the website for nomination and additional details.

www.iowawhe.org/awards.html

Book Review

Disrupting the Culture of Silence: Confronting Gender Inequality and Making Change in Higher Education; Kristine De Welde and Andi Stepnick. Foreword by Penny A. Pasque. Stylus Publishing, 2015.

There are many books that report research regarding gender inequality in higher education from the ranks of the professorate to top administrative positions. This book joins those, but it includes a section that is dedicated to action steps that can be taken on individual campuses. De Welde and Stepnick have collected seventeen articles that have been written by a total of 34 contributors. The articles are grouped into five sections: 1) The Structure: Blocked Advancement, Marginalization and Resource Inequalities; 2) Structure Meets Culture: Work-Family Conflicts; 3) Exclusionary Cultures: Intellectual and Identity Inequalities; 4) Hostile Climates: Harassment and Incivility; and 5) Tools for Changing the Academy. In addition, the book includes a 20-page extensive list of online resources that may be perused to study general issues in higher education as well as issues that are of particular interest to women in the academy.

One way this book “disrupts the culture of silence” is that not only does it report qualitative and quantitative research, it also provides a number of case studies and “action reports” on how others have worked to either navigate the challenges that came their way or worked to change the system. Particularly compelling are three case studies. The first involves a female graduate student who found, at every turn, questions about when she was going to have children. She knew very well that answers she gave could impact (even though they are not supposed to) her search for a job in academia when she received her doctorate. Following her story are concrete suggestions on how women should respond when such questions are asked. The second case study follows the story of a first and second year assistant professor who encounters a hostile work environment where she is marginalized even by women in the department in what is a bullying/mobbing culture. Again, very concrete advice is given in the book on how to handle this. Finally, most inspiring and positive are the stories of women who have worked hard to make the road better for those who follow them. Four stories involve changes that range from helping to establish lactation rooms on a campus to the establishment of a work-life committee on another campus. That committee worked with administration to create policies that support faculty who have small children or aging parents.

This book is truly what its back cover advertises: “a toolbox for advancing greater gender equality and equity in higher education.”

*Nancy Hill Cobb, D.M. A.
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Please send comments or ideas for future issues to the Editor, Georgina Dodge and her assistant, Kim Carter, kimberly-j-carter@uiowa.edu.