



UWHEN

UTAH WOMEN IN HIGHER EDUCATION NETWORK

ACE WOMEN'S
Network[®]
Utah

2019–2020 Annual Report

Provided to the Utah System of Higher Education &
the American Council on Education Women's Network

Overview

UWHEN

The Utah Women in Higher Education Network (UWHEN) is the State of Utah's affiliate organization to the American Council on Education (ACE) Women's Network.

Mission

UWHEN shares the ACE Women's Network mission to advance women's leadership on campuses through:

- **Identifying** women leaders.
- **Developing** leadership abilities.
- **Encouraging** use of leadership abilities.
- **Advancing** women's careers.
- **Linking** women to other women and mentors.
- **Supporting** women in mid-and executive-level positions.

Membership

- Any woman employed by a UWHEN member institution is considered a UWHEN member.
- UWHEN member institutions include:
 - Brigham Young University
 - Dixie State University
 - Ensign College
 - Rocky Mountain University of Health Professions
 - Salt Lake Community College
 - Snow College
 - Southern Utah University
 - Utah System of Technical Colleges
 - University of Utah
 - Utah State University
 - Utah System of Higher Education (ex officio)
 - Utah Valley University
 - Weber State University
 - Western Governors University
 - Westminster College



UWHEN Leadership

UWHEN Leadership

UWHEN is led by a Board of Directors that includes institutional representatives from member institutions or systems. Five officers form the Executive Committee, which is advised by the Presidential Sponsor.

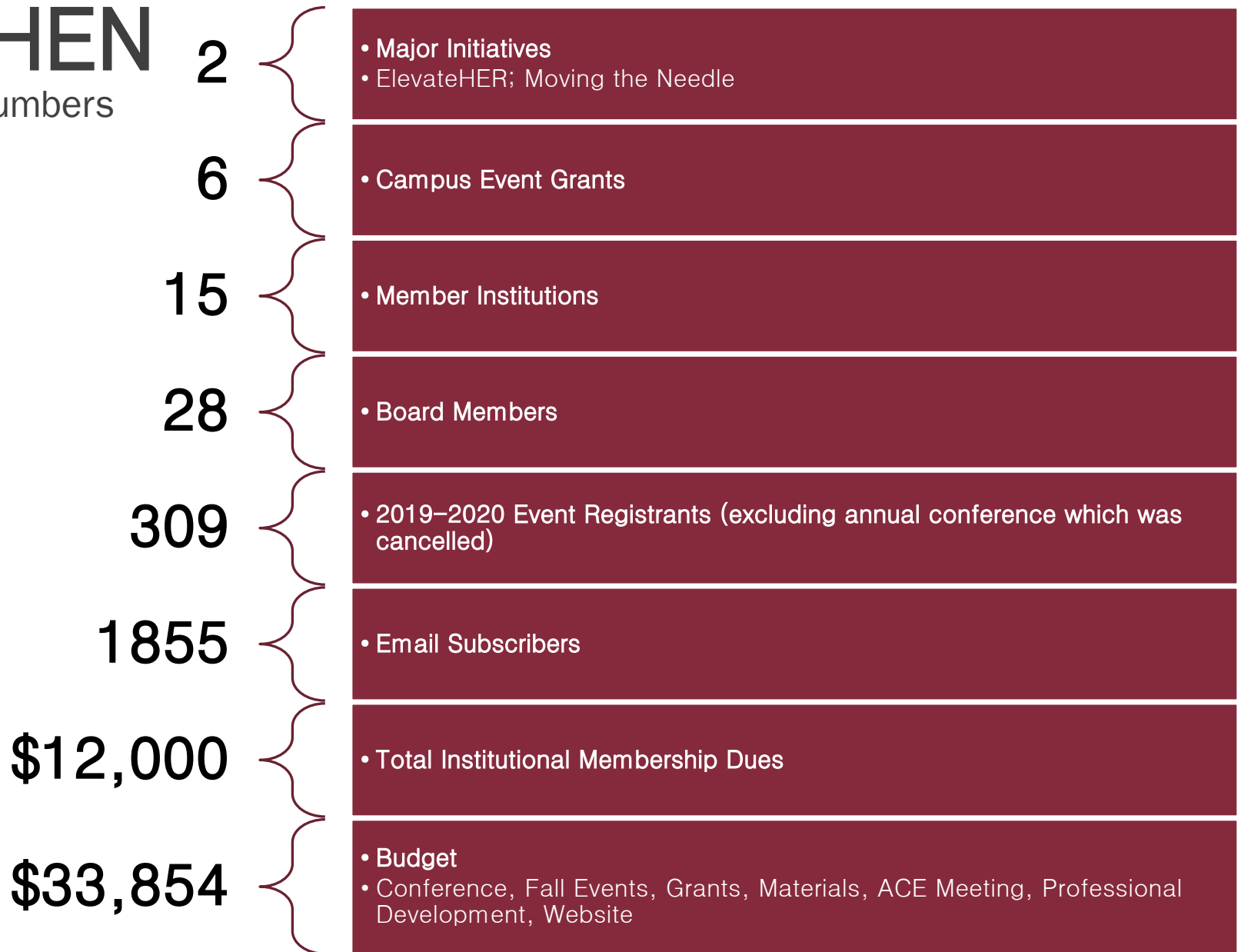
- **2019 - 2020 Officers**

- Ms. Mary Anne Berzins, Chair (University of Utah)
- Ms. Angie Walker, Chair Elect (Salt Lake Community College)
- Dr. Jessica Egbert, Advisor (Rocky Mountain University of Health Professions)
- Ms. Celia Duarte, Treasurer (Salt Lake Community College)
- Ms. Sharon Califano, Secretary (Western Governors University)
- Dr. Biff Williams, Presidential Sponsor (Dixie State University)



UWHEN

By the Numbers



2019–2020 Institutional Representatives (Board Members)

- **Brigham Young University**
Bonnie Anderson · Natalie Ipson
- **Dixie State University**
Christine Arlotti · Jennifer Harrington
- **LDS Business College (Ensign College)**
Sarah Sorenson
- **Rocky Mountain University of Health Professions**
Jessica Egbert · Jennifer Johnson
- **Salt Lake Community College**
Angie Walker · Celia Duarte · Karlie Christensen
- **Snow College**
Beckie Hermansen · Melanie Jenkins
- **Southern Utah University**
Jaqueline Russell · Shalini Kesar
- **Utah System of Technical Colleges** (*Campus Representative*)
Kim Ziebarth
- **University of Utah**
Mary Anne Berzins · Ruchi Watson
- **Utah State University**
Barbara Hammond · Susan Polster · Michelle Bogdan-Holt
- **Utah System of Higher Education** (*ex officio*)
Carrie Beckman
- **Utah Valley University**
Bonnie Andersen · Wendy Athens
- **Weber State University**
Teri Bladen · Kimberly Love
- **Western Governors University**
Sharon Califano · Kacey Thorne
- **Westminster College**
Lauren Erlacher · Candice Greenwald



Presidential Sponsors

We offer deep gratitude to President Richard B. “Biff” Williams, Dixie State University for all his support and mentorship during his term as Presidential Sponsor during 2017–20



We welcome President Astrid S. Tuminez, Utah Valley University, who will be our Presidential Sponsor 2020–23. We are looking forward to working with President Tuminez



Increasing Mission Fulfillment

Mission-Centric Initiatives – supporting ACE Network priorities

Awareness – raising awareness of UWHEN on campuses and resources to support women's success

Role Clarification – Presidential Sponsor, State Board Members, Campus Chapters, Institutional Rep

Sponsorships – Presidential Sponsor, other state organizations supporting women's advancement



UWHEN

2019–2020
Events

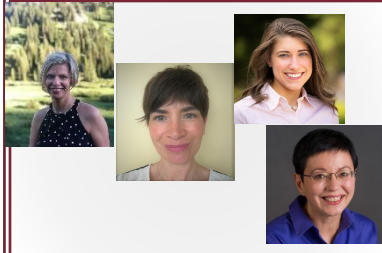


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9.13.19 Fall Event

Building Your Network (hosted by Salt Lake Community College)



10.11.19 Fall Event

Mastering the Habits that Hold Us Back with Mary Anne Berzins, Hollie J. Fuhrmann, Annalisa Purser, Justina Smith (hosted by University of Utah)



11.1.19 Fall Event

“Gender Dynamics and Leadership” by Dr. Jessica Preece (hosted by Brigham Young University) .



4.3.20 Annual Leadership Conference

Was scheduled to be hosted by Weber State, but cancelled due to COVID-19

UWHEN 2020–23

Strategic Priorities

- Develop and implement an awareness strategy to clearly position marketing, branding and partnership opportunities for UWHEN
- Expand range of accessible services provided by the UWHEN organization
- Build a sustainable, engaged UWHEN board including a pipeline of prospective members



UWHEN Engagement:

- BYU UWHEN Board members: Natalie Ipson, Bonnie Anderson

Campus Activities:

Faculty women and administrator events:

- 2 Oct Opening Social: “Concern for the One”
 - *Seeing Others as God Sees Them*, Michalyn Steele
 - *The Instillation of Hope*, Melissa Goates Jones
- 21 Oct Campus Tree Tour with University Arborist, Max Darrington
- 22 Oct “*Faculty Pushes for Increased Female Mentorship Presence*,” BYU Daily Universe article
- 7-8 Nov *Global Women’s Study Annual Conference*
- 9 Nov *Question. Persuade. Refer. (QPR). Suicide prevention training*
- 6 Feb *Rank & Status (Plus!) Workshops*
 - *Preparing for Full Professor Advancement*, Bonnie Anderson
 - *Preparing for Sixth Year CFS Advancement*, Julianne Holt-Lunstad
 - *Professional Faculty Advancement & Issues*, Janet Bradford
 - *Adjunct Faculty Issues*, Toni Pilcher
 - *Administrative Issues*, Jodi Chowen & Lisa Parkinson



Campus Activities:

- **How Women Rise** Luncheon presented by Christine Arlotti
- **Interviewing with Confidence** presented by Gina Gottfredson and Ali Threet
- **Increase the Number of Women on Community and Corporate Board Round Table** by Dr. Tasha Toy
- **USHE Women's Leadership Exchange and Mentoring Workshop** presented by Dr. Nancy Hauck
- **Conversations at High Tea** in collaboration with Women's Resource Center and Multicultural and Inclusion Center
- Over 190 attendees to our workshops





ROCKY MOUNTAIN
UNIVERSITY of
HEALTH PROFESSIONS

UWHEN Engagement:

- Provided release time & funded all available & interested employee's attendance at UWHEN events.
- Supported two UWHEN Board Members, one of whom served on the American Council on Education Women's Network Executive Council (& as the Western Region Liaison to 12 state Networks).
- Developed and supported an RMU chapter of UWHEN (RMUWHEN), including the appointment of nine Board members

Campus Activities:

- Provided release time & funded RMUWHEN Board members' attendance at Women and Business Conference
- Subscribed to leadership training service for interested entry- & mid-level employees.
- Provided access to BetterHelp for all employees to increase accessibility to mental health resources during pandemic.
- Provided LinkedIn Learning access for all employees to develop professional skills.
- Created the Diversity, Equity, and Inclusion Committee and selected an inaugural female chair.
- Elected a female Chair and female Chair-Elect of the Employee Senate.
- Supported employee roles on external boards.
- Monitored pay equity, revealing no significant pay gaps across genders.



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UWHEN Engagement:

- Hosted chapter event: *Make it Happen Blueprint*
- Hosted a state fall workshop: *Building Your Network*
- Sponsored three State Board positions
- Planned to present sessions at the UWHEN Annual Conference (canceled due to COVID)
- Planned the fourth annual President's Luncheon on Imposter Syndrome (canceled due to COVID)



Campus Activities:

- Hired Dr. Jennifer Saunders as the new Dean of the School of Applied Technology and Technical Specialties
- Implemented a new parental leave policy that provides 8 weeks of paid time off for new parents
- Met with AVP of People and Culture to identify strategic initiatives related to supporting women on campus
- Working toward creating a campus annual report highlighting WIL Elevate Her benchmarks
- Continue to sponsor 2-3 SLCC women each year to attend the annual AAWCC national leaders conference





UWHEN Engagement:

- Campus chapter hosts fourth book club; read *Braving the Wilderness* by Brene Brown
- UWLE Utah Women's Leadership Exchange Graduate: Jill Trythall
- Contributed to UWHEN conference planning committee
- Supported two UWHEN serving on UWHEN board

Campus Activities:

- Appointed women into two senior Leadership positions
 - Melanie Jenkins, Interim Provost
 - Stacey McIlff, Interim Vice President of Technical Education and Workforce Development
- Approved paid paternal leave at the institution
- Continue to work on hiring diverse staff
- Created a regular social networking opportunity for women on campus
- "Lenses of Humanity" workshop, August 18



UWHEN Engagement:

- Supported two state board positions

Campus Activities:

- SUU's UWHEN Chapter was nominated as 2019-2020 SUU Organization of the Year.
- SUU's UWHEN Chapter Fall 2019 Professional Development series held numerous events that included topics on prosperity, health and wellness, and workplace harmony.
- Partnered with Southwest Technical College to have a great celebration for International Women's Day.
- Took over the university's Red Handed Award out of retirement and over 60 individuals were nominated in the first two weeks.
- Awarded on-going E&G funding support of the SUU UWHEN Chapter for the first time in the organization's history.
- New female Dean of Students hired.
- More than 50% of SUU College Deans are now female.
- Women in leadership positions at SUU is up 4% over the last five years.

UWHEN Engagement:

- **3 of the 4 2020 UWHEN Award Winners were from the U:**
<https://uwhen.org/uwhen-2020-award-winners/>
 - Distinguished Service Award: Mary Anne Berzins
 - Special Recognition Award: Sumiko T. Martinez, PhD
 - Emerging Professional Award: Kristen Mahoney
- New UofU UWHEN co-chairs announced: Dori Knight (Chair) and Nicole Vallieres (Vice Chair/Chair-Elect)
- Hosted UWHEN Statewide Fall Workshop on *Mastering the Habits that Hold Us Back* on October 11, 2019
- Mary Anne Berzins, took on the role of UWHEN Chair in 2019 to provide continuity for an unexpected leadership transition
- Mary Anne Berzins and Ruchi Watson continued roles as institutional representatives
- Supported attendance at UWHEN workshops

Campus Activities:

- **Edie Kochenour Memorial Event was held on February 28, 2020** with the topic *Creating and Sustaining Inclusive Workplace Cultures: The Hard Truths*: <https://pcsw.utah.edu/initiatives/2020.php>
 - Keynote: Sara Jones, followed by a panel to continue the conversation on unconscious bias in the workplace including Jones, Elizabeth Kronk Warner, dean of the S.J. Quinney College of Law, Mary Ann Villarreal, vice president for Equity, Diversity, and Inclusion, and Tom Varghese, cardiothoracic surgeon
- **Hosted UWHEN Social Media Workshop** on February 4, 2020
- **Joined forces with One U Thriving**, a campus-wide initiative bringing together four workgroups:
 - **Anti-Racism Committee**
 - **Racist & Bias Incident Response Team**
 - **Universal Design and Access Committee**
 - **Presidential Commission on the Status of Women**
- **Initiated a Career-Line Parental Leave Policy Task Force** (an initial draft has been completed)
- **Responded to COVID-19 by bringing together resources and support for child and dependent care**
<https://childcare.utah.edu/family-child-care-resources/index.php>
- **Continued Women at the U Monthly Socials and UPEEPS** (University of Utah Peers to Enrich and Empower Professional Success), a staff mentorship virtual mentoring program





UtahStateUniversity.
EASTERN

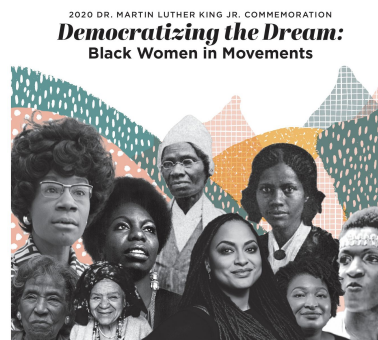
UWHEN Engagement

- Sponsored three State Board positions
- Attended state-wide UWHEN events including 2019 Annual Leadership Conference

Campus Activities:

- USU over the past year has been actively committed to a presidential initiative promoting diversity and inclusion. In late 2019 a campus climate survey was conducted with the purpose of understanding the USU campus climate and an important step toward ensuring our institution's success and commitment to employees and students. Additionally President Cockett established a Diversity and Inclusion Task Force. The data from the survey informed the Diversity and Inclusion Task Force and established priorities for a five-year strategic plan, the ultimate goal being the creation of a campus climate where everyone feels safe, welcomed, valued, and respected.
- Taskforce members conducted analysis of strengths, weaknesses, opportunities, and threats (SWOT) around key issues impacting employees and students. Throughout 2020 these taskforce initiatives have influenced seminars, lectures, and efforts to promote diversity and inclusion including a university wide Inclusion and Diversity Symposium week-long effort.





UWHEN Engagement:

- Hosted two **Women's Leadership Lunch Seminars**. Fall speaker was **UVU President Tuminez** and spring speaker was **Nylan McBain**, who shared stories of women in Utah's history (148 attended the first and 123 the second).
- Inaugurated **Female Faculty Forums**, co-sponsored by the Office of Teaching and Learning and the Women's Success Center. Two events per semester. The first event is intended to guide tenure-track female faculty and connect with female full professors, who can provide guidance. The second is a research discussion group designed to facilitate idea sharing and build community among female faculty. (Over 30 attendees)
- Hosted **Fall/Spring Networking Socials**, one featuring Linda Makin presenting on ElevateHER (95 attendees) and the second focused on goal setting (31 attendees).
- Hosted book soirees, meeting three times a semester, **How Women Rise** in fall and **Becoming** in spring.

Campus Activities:

- Jessi Hill from UVU is a co-founder of the **USHE Women's Leadership Exchange program**, which provides opportunities for leadership development and professional mentorship and pairs mid-career women with high potential to emerge as leaders with women or men already in leadership positions within USHE.
- In Fall 2019, UVU implemented a new **Masters of Education in Higher Education Leadership** to provide graduate education opportunity for aspiring leaders, particularly females.
- The Women's Success Center created a gallery display called "**Modern Suffrage**" in conjunction with the anniversary of Utah women voting and the 19th Amendment.
- As a part of Martin Luther King Jr. Week, UVU's MLK Commemoration Committee, along with the Center for Social Impact and BSU, created exhibits on Black women who were trailblazers. Their theme was, "**Democratizing the Dream: Black Women in Movements.**"
- Promoted equal numbers of female and male participants in the **Utah Valley Senior Executive Leaders Forum (UVSELF)** which provides mentor and learning opportunities for faculty and staff.





WEBER STATE UNIVERSITY

UWHEN Engagement:

- Worked with the annual UWHEN conference planning committee to host the 2020 UWHEN Leadership Conference (cancelled).
- Supported attendance at 2019 UWHEN Leadership Conference.
- Regularly communicated leadership training opportunities to over 800 WSU women through email listserv.
- Hosted fall networking event: *In My Shoes: Quick Connections, Lasting Impact* (55 participants).
- Partnered with WSU's Stewart Library's Archives and Special Collections to provide the exhibit: *Women of Weber*, for display at the 2020 UWHEN Leadership Conference.



F. Ann Millner

Campus Activities:

- Collaborated with WSU's Women of Color Coalition to align inclusion efforts.
- Supported the Staff Advisory Committee to implement a new Parental Leave Policy through Human Resources.

Leadership Roles and Advancements of Board and Committee Members:

Teri Bladen: 2020–21 State UWHEN Board Chair-Elect

Sarah MacKay: Marketing Coordinator, Campus Recreation

Rainie Ingram: Graduate Enrollment Director, College of Engineering, Applied Science and Technology

Kimberly Love: Doctoral Program, Pepperdine University: Organizational Leadership

Mikelle Barberi-Weil: Doctoral Program, Pepperdine University: Global Leadership and Change

Awards:

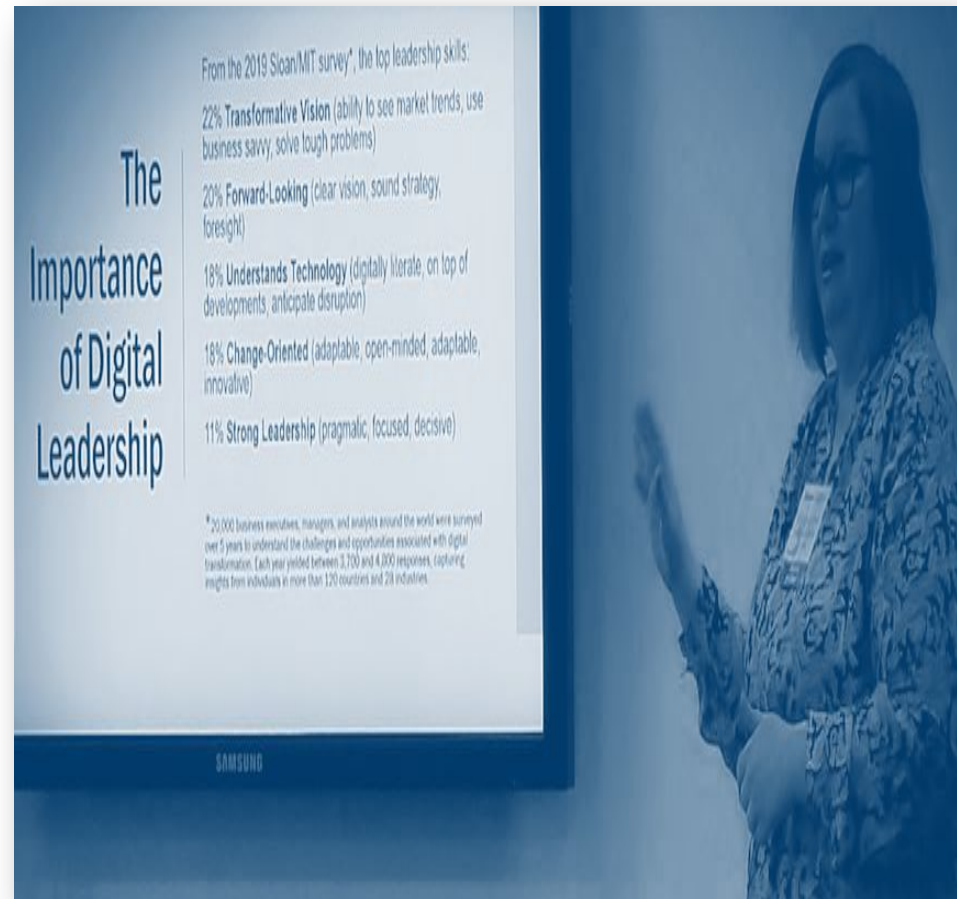
Dr. Tonia Wilson: 2019 UWHEN Leadership Award, Emerging Professional





UWHEN Engagement:

- Supported attendance and presented at 2019 UWHEN Leadership Conference
- Provided executive board leadership for the 2019 Leadership Conference
- In 2020 we are rebuilding and regrouping on what we did in previous years



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WESTMINSTER COLLEGE



UWHEN Engagement:

- Local UWHEN chapter rebuilding in its fourth year
- Supported state-wide UWHEN activities remotely
- Lauren Erlacher and Candice Greenwald remain on the UWHEN board

Campus Activities:

- New cabinet female leadership for the 2019-2020 year, including:
 - Erica Johnson named Vice President of Enrollment Management
 - Tamara Stevenson named Vice President of Diversity, Equity & Inclusion
 - Debbie Tahmassebi named Provost
 - Syd Tervort named Interim Vice President of Finance and Administration
- Director of the Great Salt Lake Institute, Dr. Bonnie Baxter, and coordinator, Jami Butler, edited and published a book entitled “Great Salt Lake Biology”, as well as a children’s book titled “The Great Great Salt Lake Monster Mystery”.
- President Bethami Dobkin was recognized at the 2020 Sundance Film Festival Women’s Leadership Celebration for her leadership in education.
- Dr. Tamara Stevenson was honored as one of the *30 Women to Watch* by Utah Business.
- Helen Hu was named Educator of the Year by the Utah Association for Career and Technical Education’s Information Technology division.

