



**UWHEN**

**UTAH WOMEN IN HIGHER EDUCATION NETWORK**

**ACE WOMEN'S**

**Network<sup>®</sup>**

**Utah**

# 2021–2022 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
  - Ensign College
  - Rocky Mountain University of Health Professions
  - Salt Lake Community College
  - Snow College
  - Southern Utah University
  - University of Utah
  - Utah State University
  - Utah System of Higher Education (ex officio)
  - Utah Tech University
  - Utah Valley University
  - Weber State University
  - Westminster College

# 2021–2022 UWHEN Board Members

## Executive Committee

- Ms Teri Bladen, Chair (Weber State University)
- Dr. Debbie Tahmassebi, Chair-Elect (Westminster College)
- Ms. Angie Walker, Past-Chair/Advisor
- Ms. Kimberly Love, Treasurer (Weber State University)
- Ms. Jacqueline Russell, Secretary (Southern Utah University)
- Dr. Astrid Tuminez, Presidential Sponsor (Utah Valley University)

## Institutional Representatives

- **Brigham Young University**  
Jodi Chowen · Erin Whiting
- **Ensign College**  
Amy Rees · Gail Singley
- **Rocky Mountain University of Health Professions**  
Jennifer Johnson · Lauren Stanford
- **Salt Lake Community College**  
Alison Arndt-Wild · Trina Polta
- **Snow College**  
Melanie Jenkins · Jill Trythall
- **Southern Utah University**  
Shalini Kesar · Jacqueline Russell
- **Utah State University**  
Rene Eborn · Becky Varndell
- **University of Utah**  
Stacey Slager · Ruchi Watson
- **Utah System of Higher Education** (*ex officio*)  
Cassidy Stortz
- **Utah Tech University**  
Jennifer Harrington · Tasha Toy
- **Utah Valley University**  
Bonnie Andersen · Alexis Palmer
- **Weber State University**  
Teri Bladen · Kimberly Love · Valerie Herzog
- **Westminster College**  
Debbie Tahmassebi · Emmalee Szwedko
- **Ex officio Advisor**  
Angie Walker

# UWHEN

2021-22 By the Numbers

2

- Major Initiatives
- ElevateHER; Moving the Needle

\$600/\$1,850

- Amount allocated for Campus Event Grants/Amount allocated in Professional Development Grants

13

- Member Institutions

27

- Board Members

889

- 2021–2022 Event Registrants (4 monthly workshops, 1 annual conference)

1755

- Email Subscribers

\$9,500

- Total Institutional Membership Dues

\$23,286

- Budget
- Conference, Fall Events, Grants, Materials, ACE Meeting, Professional Development, Communication platforms

# Presidential Sponsor



We offer deep gratitude to President Astrid S. Tuminez, Utah Valley University, for all her support during her term as Presidential Sponsor 2020–2023.

# UWHEN

## 2021–2022 Events



### 9.10.21 Fall Event

*Wellness of Women in the Face of the Pandemic and Other Global Crises* presented by Chief Wellness Officer Amy Locke, M.D. (virtual event hosted by UWHEN-University of Utah chapter; 133 participants)



### 10.21.21 Fall Event

*Demanding Spaces: Four Ways to Stake Your Claim* (virtual panel with Senator Ann Millner, Councilwoman Rosalba Dominguez, Mayor Dawn Ramsey, and Councilwoman Amy Fowler; hosted by UWHEN-Salt Lake Community College chapter; 93 participants)



### 11.5.21 Fall Event

*Utah Women Rising: Strengthening Your Influence* presented by Dr. Susan Madsen (in-person event hosted by UWHEN-Southern Utah University chapter; 76 participants)



### 1.27.22 Spring Event

*Learning When to Say No: Reclaiming Your Time and Energy in the Workplace* presented by Dr. Alexis Palmer (virtual event hosted by UWHEN-Utah Valley University chapter; 258 participants)

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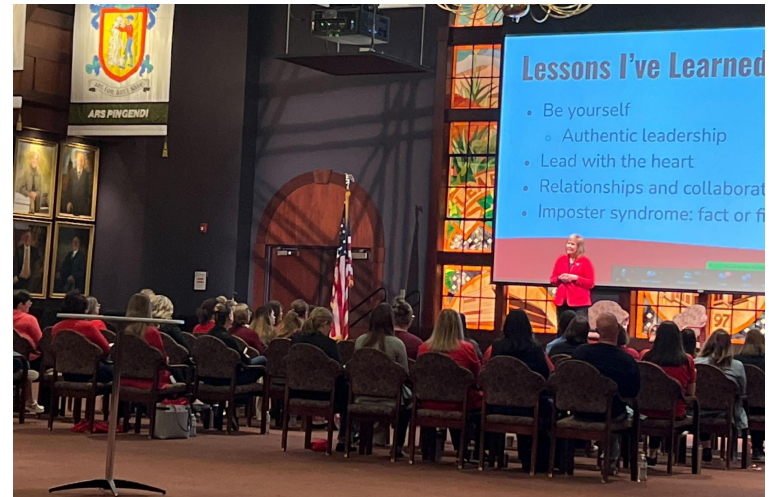


# UWHEN

## 2021–2022 Events

### 4.8.22 Annual Leadership Conference Navigating New Spaces

- Virtual format hosted by Weber State University
- 322 attendees (\$8,000 in revenue)
- 25 presenters representing 8 Institutions and USHE
- Agenda included:
  - Welcome & Awards (President Astrid S. Tuminez & President Brad Mortensen, Ms. Teri Bladen & Dr. Valerie Herzog, WSU)
  - Keynote Speaker Mindy Benson, Southern Utah University Interim President
  - Leadership Panel (UVU AVP Christina Baum, Snow College Ms. Jen Cook, Governor's office Ms. Nubia Pena, UTU AVP Tasha Toy)
  - 14 breakout sessions
- Award winners:
  - Emerging Professional Sara L. Moore, Academic Counselor, First-Year Advising Center (Utah Valley University)
  - Distinguished Service Dr. Jacqueline J. Russell, Business Manager College of Humanities and Social Sciences (Southern Utah University)
  - Mentorship Adrienne Gillespie Andrews, Vice President of Equity, Diversity and Inclusion (Weber State University)
  - Special Recognition Dr. Tara S. Ivie, Associate Vice President of Inclusive Excellence (Utah Valley University)



# 2022–2023 UWHEN Board Members

## Executive Committee

- Dr. Debbie Tahmassebi, Chair (Westminster College)
- Dr. Tasha Toy, Chair-Elect (Utah Tech University)
- Ms. Teri Bladen, Past-Chair (Weber State University)
- Ms. Lindsie Smith, Treasurer (Westminster College)
- Ms. Alison Arndt-Wild, Secretary (Salt Lake Community College)
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Lauren Stanford · Jeanine Revillo
- **Salt Lake Community College**  
Alison Arndt-Wild · Trina Polta · Angela Belnap
- **Snow College**  
Melanie Jenkins · Jill Trythall
- **Southern Utah University**  
Shalini Kesar · Madalyn Swanson
- **University of Utah**  
Stephani Baugh · Stacey Slager · Ruchi Watson
- **Utah State University**  
Becky Varndell
- **Utah System of Higher Education** (*ex officio*)  
Cassidy Stortz
- **Utah Tech University**  
Tasha Toy · Ami Comeford · Ali Threet
- **Utah Valley University**  
Bonnie Andersen · Alexis Palmer · Heather Wilson-Ashworth
- **Weber State University**  
Teri Bladen · Valerie Herzog · Danielle Collier
- **Westminster College**  
Debbie Tahmassebi · Emmalee Szwedko · Lindsie Smith



# UWHEN 2020–23 Strategic Priorities

## Where we are:

- 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 2023–26 Strategic Priorities

The next 3–yr term priorities are being developed. Meanwhile, here is what is happening and what is on our radar:

- Track and report measurable aggregate statistics of female leadership in Utah higher education institutions
- Clearly articulate UWHEN overall impact
- Explore “what is good leadership now” in higher education and how women leaders can move from surviving to thriving

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# How you, as President, can support

- Nominate women to provide leadership on the ACE Women's Network Executive Committee, to attend regional or national women's leadership forums, for participation on statewide committees, or for senior-level positions in higher education (particularly your Cabinet)
- Prepare and lead presentations and workshops at conferences and other programs for women in higher education at the state or national level
- Provide moral support and, where possible, staffing, time, and funding to the state network for worthy projects, and/or help state chairs and state planning boards in identifying and securing the resources necessary to sustain the state network and its initiatives
- Be aware of issues regarding women in higher education, and support/develop strategies that meet the specific needs of women in Utah higher education

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# BYU

BRIGHAM YOUNG  
UNIVERSITY

## UWHEN Engagement:

BYU UWHEN State Board Representatives

- Jodi Chowen, Managing Director Careers & Experiential Learning
- Erin Whiting, Professor, McKay School of Education

## Campus Activities:

FWA Opening Social, 9/27/21; attendance: 130

- “Why DEI Matters” by Lita Little Giddens, FHSS Assistant Dean for Diversity, Collaboration, and Inclusion

FWA In-person & Zoom event, 11/5/21

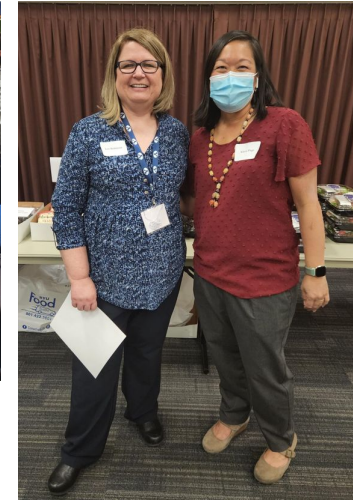
- Title: Considerations and Tips for Increasing Marginalized Students’ Experiences of Inclusion and Belonging in Your Class by Dr. Ramona Cutri

FWA Days for Girls Service Project, 1/21/22; attendance 25-30

- Drop-in open house service event to help sew and assemble sanitary kits for girls in developing countries

FWA Rank & Status/Leadership Zoom Event, 3/8/22

- CFS and 6<sup>th</sup> year review for professorial faculty by Amy Jensen
- CFS and 6<sup>th</sup> year review for professional faculty by Cassy Budd
- Full professor review by George Handley
- Leadership by Janet Losser



FWA BYU Women Thrive Event, 3/21/22

- “Supporting A Diverse and Inclusive Environment in our Work With Students at BYU,” by Tiffany Turley, Director of the Title IX Office

FWA Annual Spring Retreat, 4/14/22; attendance: 75

- “Working Towards the Beloved Community”
  - Deliberative Dialogues, Emotional Intelligence, and Difficult Conversations by Dr. Sarah Agate
  - Beyond Words: Cultural Understanding and Communication by Dr. Teresa Bell
  - Under Attack: Coping Strategies for Weathering External Attacks While Staying True to Church Aligned Teachings by Dr. Mikaela Dufur
  - Time Management by Dr. Debra Hogan

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# ENSIGN COLLEGE

## UWHEN Engagement:

- Ensign College was represented at the majority of virtual UWHEN events this past year
- In February 2022, Amy Rees, Budget Director, was appointed as an Institutional Representative to UWHEN in place of Leslie Robbins; Gail Singley continues as an Institutional Representative on the UWHEN Board
- Ensign College is laying the foundation to create a UWHEN chapter on campus

## Campus Activities:

- In 2021, Ensign College had a representative attend the virtual UWHEN Annual Conference
- In October 2022, Ensign College distributed a survey to all FT & PT women associated with the campus to gauge the campus community's interest in campus meetings and UWHEN workshops/events; 48 responses were received showing interest in being involved
- Secured a UWHEN budget of \$2,000 for 2022-23 academic year to support engagement of the Ensign community

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# Rocky Mountain University

## UWHEN Engagement:

- Hosted two UWHEN-RMU campus events in October 2021 and February 2022
  - Topics: Mentoring and Career Advancement
  - Events were well received by attendees (4.81/5 were glad they attended - Feb. 2022)
- Supported two UWHEN Board Members
- Supported state-wide UWHEN activities
- RMU faculty presented at UWHEN Conference in April 2022

## Campus Activities:

- Provided release time and funded RMU employees attendance at UWHEN conference
- Provided LinkedIn Learning access for all employees
- Provided access to BetterHelp for all employees
- Elected a female Chair of Faculty Senate for second year in a row
- Supported employees roles on external boards
- ElevateHER Initiative
- Monitored pay equity, revealing no significant pay gaps across genders

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## UWHEN Engagement

- Hosted one chapter virtual State event: Demanding Spaces: 4 Ways To Stake Your Claim featuring Utah Senator District 18 Ann Miller, Salt Lake City Councilwomen District 7 Amy Fowler and Murray Councilwomen District 3 Rosalba Dominguez.
- Hosted three chapter events: UWHEN At SLCC: Past, Present, & Future featuring UWHEN Chair's (in-person), Annual President's Luncheon Leadership & The Power of Trust featuring President Huftalin and SLCC Senior Women's Leadership Mentoring Group Panel (in-person), and Women Network & Connect (virtual).
- Implemented 2021-2024 chapter priorities created three sub-committees (advocacy, events & marketing).
- Expanded chapter professional development resources, created LinkedIn UWHEN SLCC learning playlist for all SLCC employees & added to chapter website. Started curating chapter leadership opportunity resources for website expansion.
- Inclusion effort to expanded UWHEN SLCC Board of Directors to include Member-At-Large non-voting roles. Updated bylaws to allow for increased board membership from 15 to 26 members with intent to support chapter priorities and sustainability across 10 campuses.
- Created & hosted inaugural UWHEN SLCC Board of Directors retreat.
- Created UWHEN SLCC Facebook group to increase employee outreach and engagement opportunities.
- SLCC Chair & V.P. Institutional Advancement participated in Dr. Susan Madisen's chapter meetings.
- SLCC Chair participated in Utah Women's Organizations Network (UWON) Annual Event.
- Sponsored three State Board positions (2 voting and 1 non-voting).

## Campus Activities:

- Implemented new Executive Cabinet role hired Dr. Juone Kadiri Vice President for Institutional Equity, Inclusion and Transformation. Formerly known as Chief Diversity Officer.
- Implemented a Workplace Bullying Policy and identified college-wide training modules to be required in the next fiscal year.
- Implemented Workplace Transformed model to help SLCC supervisors and employees modernize where, how, and when our teams work by providing flexibility for work-life balance.
- Continue work toward creating a campus annual report highlighting WLI Elevate Her benchmarks.
- SLCC Senior Women's Leadership Mentoring Group added SLCC UWHEN representative.
- Three female led employee groups (Faculty Association, Staff Association & UWHEN).
- Three employees completed WLI's Career Development Series.
- Supported two SLCC chapter UWHEN board members to attend AAWCC LEADERS conference.



## **UWHEN Engagement:**

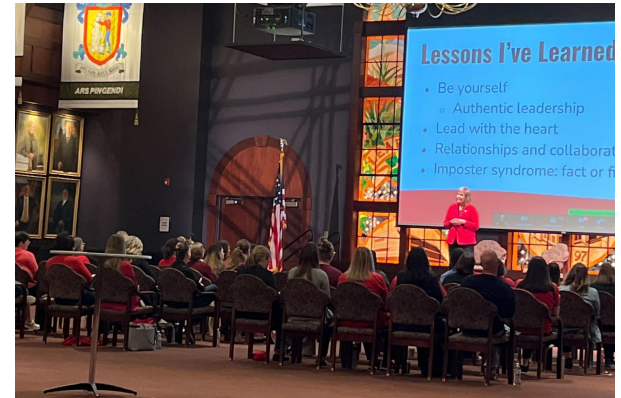
- UWLE Utah Women's Leadership Exchange Graduates: Lindsay Chaney and Udambor Bumandalai
- Contributed to UWHEN 2022 conference planning committee
- Supported two institutional representatives serving on UWHEN board

## **Campus Activities:**

- Hosted a women and gender leadership training for all campus leaders
- Stacey McIlff appointed as first female interim president
- Hosted female faculty luncheons
- Created a campus leadership training; 23 enrollees
- Enrolled three senior leaders in new Leadership Academy on diversity

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## UWHEN Engagement:

- SUU Chapter hosted the Nov. 5, 2021 virtual event as one of the state board's fall workshops; *Utah Women Rising: Strengthening Your Influence* presented by Dr. Susan Madsen (76 participants)
- Dr. Jacqueline Russell served as Secretary of the UWHEN state Board of Directors
- Dr. Shalini Kesar served on the Board's Annual Conference committee, organizing the inaugural publication of the UWHEN Leadership Conference
- SUU Chapter procured Interim President Mindy Benson as Keynote for the 2022 UWHEN Leadership Conference

## Campus Activities:

- SUU Chapter facilitated the in-person portion of the Keynote session with Interim President Mindy Benson for the 2022 UWHEN Leadership Conference

## UWHEN UofU Engagement:

- First full year as official chapter!
- In May 2022, welcomed 7 new board members and held chapter retreat to set vision for 2022-23 AY.
- Executive committee elections: Stephanie Baugh - chair, Sara Cody - chair-elect.
- State representatives included Stacey Slager, Ruchi Watson, Angie Walker (July – October), and Stephanie Baugh (October-June).
- Chief Wellness Officer Amy Locke, M.D. gave a UWHEN statewide presentation on wellness and resilience in a time of pandemic uncertainty and other global crises.
- Participated in and supported attendance at UWHEN workshops and state leadership conference. Anya Petersen-Frey & Sharon Lyman (from University Connected Learning at the U) presented session titled “Leading from the Edge” at annual leadership conference.
- Chapter board member Stephanie Baugh launched the inaugural “New to the U” mixer for people who had joined the U in the prior two years.
- Professional Development Event: Chapter board member Mary Anne Berzins led a discussion about how women have been particularly affected by the workplace changes during the pandemic.
- Community Café: Jenn Gibbs, Ph.D., of the Utah Education Network, facilitated a discussion about how our beliefs and experiences of time affect our interactions at work and beyond.
- Community Café: UWHEN members facilitated discussions about challenges women at the U face in managing health conditions (their own & others), as well as resources/strategies for doing so.
- Community Café: The University of Utah’s newly-appointed Child Care Strategy Facilitator led a discussion about childcare challenges, opportunities, resources, and next steps for childcare at the U.

## Campus Activities:

- Created Childcare Advisory Board.
- Edie Kochenour Memorial Event held on February 21, 2022 with the topic of *Beyond Resilience: Reclaiming Self and Redefining Work-Life Integration*.
- Women Who Succeed (WWS) annual conference hosted at the U on May 14, 2022, drawing about 225 attendees. WWS is a community organization “that provides opportunities for girls and young women to grow in leadership and confidence.”
- Women’s Week themed *Shift. Strive. Thrive*. Included new recognition award ceremony, celebrating winners of the Linda K. Amos Award for Distinguished Service to Women and the Elizabeth Fuhriman Gardner Prize (facilitated by Women in Health, Medicine, & Science).



UtahState  
University

## UWHEN Engagement:

- Sponsored one position at Utah State University – Logan Campus – Rene Eborn
- Sponsored one position at Utah State University – Eastern Campus – Becky Varndell

## Campus Activities:

- Utah Women & Leadership Project held 7 *Women's Leadership Forum Series* events throughout the past year. Topics included women and leadership, promotion, emotional health, salary negotiation, returning to the workforce, and career exploration
- Utah Women & Leadership Project held a book club, three virtual workshops, a childcare symposium, and International Women's Day Celebration: Utah Women Learn, Lead, & Lift
- Susan Polster, a professor at the USU Eastern campus in Price, made USU history as the first department head headquartered outside of Logan.
- Utah State University is participating in the Utah Women's Leadership Exchange (UWLE). UWLE aims to provide help for women to thrive in leadership roles.
- Utah State University celebrated exceptional faculty at the 2022 Faculty Awards Ceremony. 10 of the 11 institutional award recipients were women.

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## UWHEN Engagement:

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## Campus Activities:





## UWHEN Engagement:

- **9 UVU Chapter events** engaging 630 attendees.
- **2 Women's Leadership Speaker** events. In Fall: Justice Paige Petersen of the Utah Supreme Court shared how personal growth and leadership depend on getting out of your comfort zone. In Spring: Utah Representative Angela Romero addressed how one should discover their own leadership style.
- **Multiple additional events** covering topics like *Reconnecting in a Post-COVID Workplace*, *Empowering Women as Agents of Change*, *Crucial Conversations*, and *SRI's, Feedback, and Bias*.
- **Book discussion groups** multiple times a semester. In Fall: *Overwhelmed: Work, Love, and Play When No One Has the Time*. In Spring: *The Confidence Code: The Science and Art of Self-Assurance – What Women Should Know*. 108 participants.
- **Clifton Strengths Workshops** in partnership with PACE (Professional Association of Campus Employees). 45 participants in Spring.

## Campus Activities:

- UVU administrative leadership added two female Vice President (total 4 of 8) and a female Dean for the School of the Arts (total 3 of 8).
- The Presidents of UVUSA (student government), Faculty Senate, and PACE (Staff association) are all women.
- UVU Roots of Knowledge Speaker Series focused on women and featured female presenters.
- Launched a monthly newsletter from UVU's Women's Council
- Graduated a record number of female students
- Women's Success Center raised over \$500,000 for scholarships



## UWHEN Engagement:

- WSU Chapter hosted a 2022 UWHEN Statewide Annual Leadership Conference: *Navigating New Spaces* watch party which included breakfast, lunch, and networking.
- President Brad Mortensen gave an introduction to the conference, which streamed to all attendees throughout the state.
- WSU presentations and presenters at the statewide conference:
  - *Embodying Wayfinding: Survivance and Navigation of "Difficult Conversations" as Two Faculty Women of Color* – Dr. Andrea Garavito Martinez and Kristina Moleni
  - *Making a Difference Through Advocacy* - Dr. Valerie Herzog and Representative Rosemary Lesser
- Shared 40 statewide women's leadership events with WSU colleagues through the UWHEN WSU Chapter calendar.

## Campus Activities:

- Received ongoing \$5,500 university support chapter funding for outreach, education, and engagement.
- Partnered with the Center for Community Engaged Learning's *Engaged Learning Series* to host the UWHEN Reconnect Fall Social
- The UWHEN WSU Chapter book group was presented in partnership with the Teaching and Learning Forum. The chapter created and provided "go anywhere" book nooks to more than 40 colleagues, followed by a zoom discussion.
- Hosted UWHEN WSU Chapter Spring Social: networking and conversations about best ways to support each other moving forward.

## Board and Committee Members' Leadership Roles, Advancements and Recognitions:

**Teri Bladen** served as State UWHEN Chair for the 2021-2022 year

**Kimberly Love:** served as State UWHEN Treasurer for the 2021-2022 year

**Stephanie Speicher:** 2022 recipient of *Friend of FYE* award, presented by the First Year Experience Program.

**Tonia Wilson:** received the Past-President recognition award presented by UWHEN WSU Chapter President, Stephanie Speicher and Past-President Nancy Jarvis.

**Valerie Herzog:** received the WSU Brady Presidential Distinguished Professor Award. Elected to serve on the National Athletic Trainers' Association Board of Directors.

**Ariel Olson:** promoted to Assistant Director of First Year Experience; served on WSU Wellness Advisory Committee 2020-2022

**Stephanie Speicher** and **Brenda Kowalewski** presented at the Adobe Creative Campus Institute in London, England, May 26

**Elizabeth Hill** presented at the International Association of Administrative Professionals, Rocky Mountain Region Conference in Denver, CO April 30



# WESTMINSTER COLLEGE

## UWHEN Engagement:

- Supported state-wide UWHEN activities
- Provost Debbie Tahmassebi served as 2021-2022 Chair-Elect

## Campus Activities:

- New Westminster College female leadership:
  - Lindsie Smith appointed as new Director of Gore Giovale Center for Innovative Learning
  - Johanna Barraco appointed as new Chief Human Resources Officer
- Utah Governor Spencer Cox appointed Dr. Tamara N. Stevenson, Westminster's Chief Diversity Officer, to the state's Martin Luther King Jr. Human Rights Commission
- Traci Siriprathane led Westminster in hosting a National Girls and Women in Sports Day and Recreation Clinic to celebrate the 36<sup>th</sup> annual National Girls and Women in Sports Day and the 50<sup>th</sup> anniversary of Title IX
- Westminster College was presented a 2022 Living Color Utah award
- Westminster hosted an all-women panel to celebrate Juneteenth National Freedom Day
  - Panelists included Sandra Hollins, Michelle Love-Day, and Betty Sawyer
- Sophie Caligiuri, recently hired as Academic Affairs Coordinator for the Provost's Office, received the MLK Unsung Hero Award for her work as a student promoting a diverse and inclusive campus



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