



UWHEN
UTAH WOMEN IN HIGHER EDUCATION NETWORK

ACE WOMEN'S
Network®
Utah

2020-2021 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
 - University of Utah
 - Utah State University
 - Utah System of Higher Education (ex officio)
 - Utah Valley University
 - Weber State 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.

- 2020 - 2021 Officers
 - Angie Walker, Chair (Salt Lake Community College/University of Utah)
 - Teri Bladen, Chair Elect (Weber State University)
 - Celia Duarte, Treasurer (Salt Lake Community College)
 - Jacqueline Russell, Secretary (Southern Utah University)
 - Mary Anne Berzins, Past Chair (University of Utah)
 - Dr. Astrid Tuminez, Presidential Sponsor (Utah Valley University)



UWHEN

By the Numbers

2	• Major Initiatives ElevateHER; Moving the Needle
3	• Campus Event Grants
13	• Member Institutions
25	• Board Members
973	• 2020-2021 Event Registrants
1828	• Email Subscribers
\$6,000	• Total Institutional Membership Dues (Reflects a one-time discount)
\$29,837	• Budget Conference, Fall Events, Grants, Materials, ACE Meeting, Professional Development, Website

2020-2021 Institutional Representatives (Board Members)

- **Brigham Young University**
Jodi Chowen · Natalie Ipson
- **Dixie State University**
Tasha Toy · Jennifer Harrington
- **Rocky Mountain University of Health Professions**
Jessica Egbert · Jennifer Johnson
- **Salt Lake Community College**
Angie Walker · Celia Duarte · Alison Arndt-Wild
- **Snow College**
Melanie Jenkins · Jill Trythall
- **Southern Utah University**
Jaqueline Russell · Shalini Kesar
- **University of Utah**
Mary Anne Berzins · Ruchi Watson
- **Utah State University**
Jan Thornton · Rene Eborn
- **Utah System of Higher Education** (*ex officio*)
Cassidy Stortz
- **Utah Valley University**
Bonnie Andersen · Jessica Ballard · Sara Moore
- **Weber State University**
Teri Bladen · Kimberly Love · Valerie Herzog
- **Western Governors University**
Josie Rodriguez
- **Westminster College**
Debbie Tahmassebi · Emmalee Szwedko



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Presidential Sponsor



President Astrid S. Tuminez, Utah Valley University, is serving as the UWHEN Presidential Sponsor from 2020-23.



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

2020-2021 Events



9.25.20

Self-Love & Self-Care Practices for Women

·Hosted virtually by Dixie State University ·212 registrants

10.8.20

Cultivating Resilience in the Era of COVID-19

·Hosted virtually by Utah Valley University ·202 registrants

11.10.21

Strategies to Make Work and Life Doable

·Multi-institutional panel discussion hosted by the UWHEN State Board ·259 registrants

1.22.21

Leadership in Action: Q&A with UVU President Tuminez

·Hosted virtually by the UWHEN State Board ·300 registrants

4.9.21

Annual Leadership Conference

·Entire conference hosted virtually by the UWHEN State Board ·469 registrants ·19 breakout sessions
·Keynote by Justice Paige Petersen ·Presidents Panel with Presidents Dobkin, Mortensen, Tuminez, and Williams

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, Jodi Chowen
- BYU colleagues who presented at the Annual UWHEN conference, April 2021:
 - *Creating Spaces and Advocating for Female Students of Color on University Campuses.*
 - Louise Wheeler & Deli Juarez *The Adventures of a Mid-Level University Manager: Oh My Heck!* Jodi Chowen & Sherami Jara



Campus Activities:

- BYU administrative women held several meetings to propose a new organization for a BYU Professional Women's Association (PWA). The proposed PWA will compliment and collaborate with the Faculty Women's Association (FWA).
- Faculty Women's Association (FWA) held its annual Spring Retreat virtually on 4/15/21 with 91 faculty in attendance. Keynote and breakouts:
 - Keynote: *The Truth About Self-Care*, Dr. Melissa Smith
 - *Cellular Self-Care: Build a Better Internal Battery Through Delightful Heart-brain Connections*, Dr. Alicia English
 - *Can Slowing down Lift my Spirits? Mindfulness and Mental Health*, Dr. Chelom Leavitt
 - *Finding Learning and Inspiration in Podcasts*, Dr. Spencer McBride
 - *Doing the Work of Diversity as Part of Self-Care*, Dr. Ramona Cutri
 - *On the Job and in the Office, Self-Care Tips*, Susie Hannig, Licensed Massage Therapist
 - *Trusting God while Doing Less*, Leslie Householder





UWHEN Engagement:

- Sponsored the Fall Workshop titled *Self-Care & Self-Love Practices for Women* led by Jennifer Harrington, MSN, RN, Dr. Tasha Toy and Special Guest Speaker Jamy Dahle, LCSW from the DSU Booth Wellness Center on September 25th at 12 noon.
- Chaired the UWHEN Annual Conference Awards Committee Spring 2021

Campus Activities:

- Hosted a Card Shower to celebrate and to commemorate new female campus members, current female campus members who were promoted, and earned acknowledgements or awards. The Card Shower was a hand written notes from an Executive Board member with personal encouraging words about their event sent through campus mail.



ENSIGN

COLLEGE

UWHEN Engagement:

- Ensign College was represented at the majority of virtual UWHEN events this past year.
- In June 2021 Leslie Robbins and Gail Singley joined the UWHEN Board after several years of vacancy by Ensign College.

Campus Activities:

- In 2020, Ensign College did not have representation on the board due to the departure of Sarah Sorenson.
- Nov 2020: Created for the first time a Diversity, Inclusion, & Belonging Committee and appointed a female as chair.
- Feb 2021: Ensign College completed a gender wage gap analysis to compare compensation for men and women who occupy the same position, tenure, and experience. In every case, regardless of male or female, employees with the longest tenure are making the highest wage. As a result, there are several pay grades where women are the top earners in their respective pay grade on campus.
- 4 of 9 full-time hires this year are women. The only director position to open up last year was vacated by a male and replaced with a female.
- 2 of our 4 faculty Department Chairs are women
- 5 women attend Ensign College Strategic Alignment Council





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
- Supported the new RMU chapter of UWHEN (UWHEN-RMU), including the appointment of nine Board members
- Supported two highly successful UWHEN-RMU Campus Events
 - High employee attendance
 - Data reveals attendees gained insights and were able to increasing networking (4.21/5)

Campus Activities:

- ElevateHER Initiative
 - Percentage of women elected to the Board of Trustees increased to 30%
- 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
- Elected a female Chair of the Faculty Senate
- Supported employee roles on external boards
- Monitored pay equity, revealing no significant pay gaps across genders



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UWHEN Engagement:

- Hosted one chapter in-person event: YWCA Leader Luncheon Watch Party.
- Hosted five chapter virtual events: Career Services Workshops Part I & II, Virtual Networking, A Meditative Pause with President Deneece Huftalin, and Meet & Greet with the Board.
- Sponsored three State Board positions.
- Presented virtual sessions at the UWHEN Annual State Conference.

Campus Activities:

- 11 female faculty featured in SLCC Today (internal SLCC newsletter).
- Three female led Employee Groups (Faculty Senate, Employees of Color Coalition, & UWHEN).
- Met with AVP of People and Workplace Culture to continue work on identifying strategic initiatives related to supporting women on campus.
- Continue work toward creating a campus annual report highlighting WLI Elevate Her benchmarks.
- Implemented Workplace Transformed model to help SLCC supervisors and employees modernize where, how, and when our teams work.
- Gender and Sexuality Resource center sponsored Womxn's Heritage Month with 15 ways to engage throughout March, featuring UWHEN chapter Meditative Pause event, sponsored a women's monthly art group, hired a temporary Womxn's Coordinator with a goal to establish a permanent position, and worked to implement new admissions policy that better gathers data on gender identity.
- Revamped process and policy to strengthen processes in support of women Anti-discrimination, Employee Conduct, Title IX Sexual Harassment, and future Anti-Bullying Policy); currently conducting training for 100% of supervisors to ensure they know and understand their role as leaders at SLCC.
- Two senior leader women completed WLI's Career Development Series.
- Established senior leader women mentorship group to build community and skills.
- Reviewed employee engagement survey results to identify areas of opportunity for women at SLCC.





UWHEN Engagement:

- Support two UWHEN Board members: Melanie Jenkins & Jill Trythall
- Support two UWLE Women's Leadership participants
- Panelist at UHLE kick off: Women in Leadership

Campus Activities:

- First Female Provost
- First Female Vice President for Technical Education and Workforce Services
- Women's Networking Luncheon
- Women in Leadership Recognition Event
- Staff Training (in conjunction with Staff Association) on Clifton Strengths
- Diversity and Inclusion Campus Initiative



UWHEN Engagement:

- Revived the Red Handed Awards and received over 200 nominations
- UWHEN-SUU Chapter was a finalist for the 2021 Thunderbird Organization of the Year Award
- SUU had our first-ever UWHEN Award recipient (Dr. Shalini Kesar)
- Presented “5 Years of SUU Women’s Network” at the Annual UWHEN Conference
- Board members personally welcomed all new employees and the Chapter distributed branded T-shirts
- Welcomed 25 new members

Campus Activities:

- First Ever SUU International Women’s Week in collaborating with Women and Gender Studies, Leavitt Center, and the Center for Diversity and Inclusion; Coordinated 6 collaborative events
- Opening social

International Women’s Week: Professional Development Panel “Challenge Accepted: Balancing Responsibilities During COVID 19”



UWHEN Engagement:

- University of Utah Chapter of UWHEN became official!
- Elections held; new UWHEN UofU Chair: Stacey Slager
- State representatives included Mary Anne Berzins and Ruchi Watson
- **Mary Anne Berzins facilitated 2 statewide conversations** on COVID-19: Strategies to Make Life and Work Doable and presented the feedback at the Leadership Conference
- Multiple women from the U presented concurrent sessions at the Leadership Conference (Donna Ziegenfuss, Mary Anne Berzins)
- Participated in and supported attendance at UWHEN workshops

Campus Activities:

- **Edie Kochenour Memorial Event was held on February 26, 2021** with the topic *Amplifying Voices: Embracing Difference and Changing the Rules*
 - Panelists included Jessica Preece, PhD (Associate Professor, Brigham Young University), Erin Mendenhall (Mayor, Salt Lake City), Marlon Lynch (Chief Safety Officer, University of Utah), Liz Owens (CEO, YWCA Utah). Moderated by Ruchi Watson, EdD (Managing Director, UofU Goff Strategic Leadership Center)
- **Career Line Parental Leave Policy Approved effective July 1, 2021**
- Presented to Council of Academic Deans regarding the work of the Presidential Commission on the Status of Women (PCSW) and initial pay equity work
- **Launched campus-wide survey** to identify work being conducted in support of women and gender, including language of PCSW Racist & Bias
- Moved from short-term/COVID-based childcare work to long-term childcare work via OneU childcare taskforce
- **Held successful Women's Week** during Women's History Month, themed Inspiring a Movement
- Partnered with YWCA Utah on campus-wide case competition for students, focusing on increasing the number and diversity of women running for office in Utah



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UtahState
University

UWHEN Engagement

- Sponsored one position at Utah State University – Logan Campus
- Sponsored one position at Utah State University – Eastern Campus

Campus Activities:

- 2020-2021 Diversity Award Recipients Awarded
 - Three of the five award recipients this year were women.
 - Administrator Award: Vice Provost Janis Boettinger, who serves on the university's Diversity and Inclusion Task Force
 - Faculty Award: Christy Glass, professor in the Department of Sociology, Social Work and Anthropology
 - Staff Award: Nahomi Jimenez, Diversity Outreach Specialist
- Office of Equity | Training & Education Virtual Events Development <https://www.usu.edu/equity>
- Year of the Woman Focus <https://www.usu.edu/year-of-the-woman/>
- *Voting Rights 1870, 1920, 1965, 2020 Symposium* hosted by USU in Fall 2020.
- Utah Women & Leadership Project (UWLP) moved to the Utah State University Jon M. Huntsman School of Business. Susan R. Madsen, founding director, is the inaugural Karen Haight Huntsman Endowed Professor of Leadership. <https://www.usu.edu/uwlp/>



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UVU Activities Related to Women:

- Hosted 11 **chapter events** engaging over 500 attendees.
- Hosted two **Women's Leadership Speaker** events. One featuring Valerie Lacarte on the impact of COVID-19 on women in the workplace. One featuring a panel of women speaking on intersectionality and leadership.
- Set up **Strengths Finder Workshop Cohorts** in the Fall and Spring for attendees to learn about their strengths. A total 53 female faculty and staff participated through the year.
- Hosted book discussion groups meetings multiple times a semester. *Invisible Women: Data Bias in a World Designed for Men* in the fall and *Dare to Lead* in the spring. Nearly 100 participants.
- Implemented **Writing Circles** to provide support and accountability for faculty and staff working on writing and research.

UWHEN UVU Chapter Events :

- UVU administrative leadership added two female Vice Presidents and a female Dean for the College of Health and Public Service. The Presidents of UVUSA (student government), Faculty Senate, and PACE (Staff association) are all women.
- Announced the creation of the **Research Institute at the Women's Success Center**, which serves as a hub of scholarly work by and about women and builds partnerships with community and industry.
- Created **Academic Director** position to lead the academic vision of the Research Institute. Dr. Jessica C. Hill, Associate Professor of Psychology was selected as the inaugural Academic Director.
- Established the **Bonnie Ballif-Spanvill Endowed Faculty Fellowship** providing \$10,000 in funding for one faculty project each academic year.





WEBER STATE UNIVERSITY

UWHEN Engagement:

- Worked with state UWHEN Annual Leadership Conference Planning Committee to host virtual conference April 9, 2021; provided Zoom platform and IT support
- At virtual UWHEN Annual Leadership Conference, Kimberly Love presented "Want to Help Someone? Walk In Their Shoes!", and Jennette Wood, Olga Antonio, and Teri Bladen presented wellbeing breakout sessions
- Disseminated information about local and statewide UWHEN events to over 800 UWHEN-WSU members through email listserv; shared 18 local and statewide events with WSU colleagues through UWHEN-WSU Chapter public events calendar

Campus Activities:

- Solidified \$5,500 in ongoing Chapter funding for Chapter outreach, education, and engagement
- Fall Advocacy in Action – Becoming Women Advocators event: Keynote speaker Tami Pyfer (Education Advisor, Office of the Governor 2014-2020, now VP External at UNITE) and "Fierce Advocates for Women" panel discussion
- Hosted campus watch party for virtual UWHEN Annual Leadership Conference
- Partnered w/WSU's Women's Center and Office of Diversity to bring author Stacy Bernal to campus as Keynote Speaker for Women's Herstory Month

Leadership Roles & Advancement of Board and Committee Members:

Teri Bladen: State UWHEN Board of Directors Chair Elect

Dr. Stephanie Speicher: State Charter School Board Member

Dr. Valerie Herzog: Awarded as a Fellow in the National Academies of Practice

Awards

Leslie Loeffel: Recipient of UWHEN-WSU Chapter inaugural Legacy Award

Dr. Stephanie Speicher: Presidential Excellence in Teaching Award

Rainie Ingram: Awarded WSU's Academic Colleges Excellent Staff Award





WESTMINSTER COLLEGE

UWHEN Engagement:

- Supported state-wide UWHEN activities
- Supported two state board member positions
- President Beth Dobkin was a guest speaker at the 2021 UWHEN Conference. She appeared on the presidents panel with leaders from Utah Valley University, Weber State, and Dixie State. Provost Debbie Tahmassebi served as a moderator.

Campus Activities:

- New president's cabinet female leadership:
 - Michiko Pinnington named Vice President of Finance and Administration
- In partner with KRCL's RadioActive, Professor Kim Zarkin moderated a virtual panel, organized by Dr. Tamara Stevenson, Office of Diversity, Equity, and Inclusion, that featured Utah female lawmakers of color. Discussion included policy victories and the challenges that come with being in the public eye.
- NASA's JPL developed equipment on the Mars rover with help from Professor Bonnie Baxter and the Great Salt Lake Institute at Westminster College. The Great Salt Lake was used as a stand-in for Mars to study what salt can preserve over time.
- The Utah Division of Multicultural Affairs named Westminster College students Deaun Saxby & Jasmine McWilliams as emerging leaders.

