



UWHEN

UTAH WOMEN IN HIGHER EDUCATION NETWORK

ACE WOMEN'S

Network[®]

Utah

2022–2023 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 University

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2022–2023 UWHEN Board Members

Executive Committee

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

UWHEN

2022-23 By the Numbers

2

- Major Initiatives
- ElevateHER; Moving the Needle

\$3,800/\$6,750

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

13

- Member Institutions

32

- Board Members

889

- 2022–2023 Event Registrants (4 monthly workshops, 1 annual conference)

1755

- Email Subscribers

\$10,000

- Total Institutional Membership Dues

\$16,670

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

Presidential Sponsor



President Brad Mortenson, Weber State University, is serving as Presidential Sponsor 2023-2026



UWHEN

2022–2023 Events



9.28.22 Fall Event

Intersections of Disability and Gender in the Workplace
presented by *Leslie Frances and Anya Pertersen-Frey*
(hosted by UWHEN-University of Utah chapter)



10.27.22 Fall Event

Conflict Resolution and Mediation in the Workplace
presented by Carlee Madsen; hosted by UWHEN – Weber State University chapter



11.16.22 Fall Event

Community Leadership Forum with panelists Lisa Baez, Shireen Ghorbani, Binnie Green, Tasha Toy, and Andrea Williams
(hosted by Westminster University)



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2022–2023 Events

4.7.23 Annual Leadership Conference **Are We There Yet**

- Hosted by Westminster University
- 322 attendees
- Agenda included:
 - Welcome & Awards
 - Keynote Speaker Elizabeth Kronk-Warner, Dean S.J. Quinney School of Law, University of Utah
 - Leadership Panel (President Bethami Dobkin, Westminster University; President Astrid Tuminez, Utah Valley University; Dr. Debbie Tahmasebi, Provost, Westminster University, UWHEN Chair)
 - 12 breakout sessions
- Award winners:
 - Emerging Professional Dr. Leandra Hinojosa Hernandez, Assistant Professor of Applied Communication (Utah Valley University)
 - Distinguished Service Teri Bladen, Director of Campus Recreation (Weber State University)
 - Mentorship Dr. Shalini Kesar, Professor of Cybersecurity (Southern Utah University)
 - Special Recognition Marian Howe-Taylor, special Projects Manager, School of Arts, Communication, and Media (Salt Lake Community College)



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

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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

- Erin F Whiting, Professor, McKay School of Education
- Lisa Parkinson, University Advisement Center

Campus Activities:

FWA Opening Social, October 10, 2022

- Dorothy Allred Solomon, author and Doctoral Student in Creative Writing
Title: "Women: Leaders for Our Time"

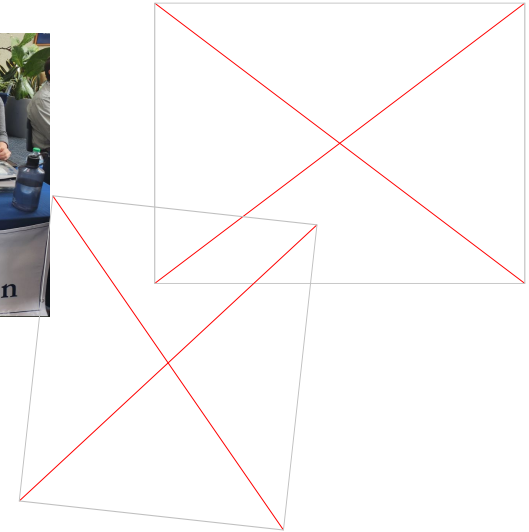
Favorite Things Activity, December 2, 2022

- About 20 Faculty women met and shared favorite things they enjoy. Hot chocolate and treats were served.

FWA Days for Girls Service Project, January 27, 2023

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

FWA Rank & Status & Leadership Event, March 7, 2023



FWA Annual Spring Retreat, April 25, 2023

Exploring What Leadership Means for Women, attendance: 87

- **Leadership and Its's impact on My Work at BYU and Beyond** by Dr. Julie Schow
- **The Sorensen Model of Leadership** By Drs. Jeffrey Thompson and Liz Darger
- **Self-Compassion for Women in Academia** by Dr. Tracy Brown





UWHEN Engagement:

- Hosted three UWHEN-RMU campus events in October 2022, March 2023, July 2023
 - Topics: Personal Development and Servant Leadership
 - Events were well received by attendees (76.67% were very glad they attended - March. 2023)
- Supported two UWHEN Board Members
- Supported state-wide UWHEN activities including the UWHEN conference in April 2023

Campus Activities:

- Began a UWHEN-RMU sponsored book club: The 5 Levels of Leadership
- Provided release time and funded RMU employees attendance at UWHEN conference
- Supported employees roles on external boards
- ElevateHER Initiative
- Continued monitoring of pay equity



Salt Lake Community College



UWHEN Engagement:

- Hosted four-chapter events: Building Relationships for Networking and Mentoring (hybrid), Creating an inclusive Culture(hybrid), Annual Presidents Luncheon Amplifying Your Voice, and Providing Healing(In person), Promoting Hope a Focus on Women’s Mental Health(Hybrid).
- Developed new board position for Advocacy Liaison to head advocacy committee and be a point person for partnerships through the community.
- Sponsored three State Board positions (2 voting and 1 non-voting)

Campus Activities:

- Participated with New Staff Essentials onboarding to highlight options for women in higher ed.
- Presented at institutional meetings to promote employee affinity groups and highlight resources for women at the college.
- Alisa Garcia led other committee members to engage with UVU during Women in Business Impact Labs.
- Participated in Sr. Leadership Mentoring Group
- Thre
- Sup





UWHEN Engagement

- Dr. Shalini Kesar served on the Board's Annual Conference committee, organizing the inaugural publication of the 2023 UWHEN Leadership Conference
- Dr. Shalini Kesar was recipient of mentorship Award at 2023 UWHEN conference
- SUU sent 8 attendees to the UWHEN conference

Campus Activities

- SUU Chapter updated their mission statement, constitution, and bylaws
- The SUU chapter hosted 6 speaking events and 2 social events. The most well-attended events were:
 - Opening social, where more than 100 attendees had the opportunity to mingle and vote on our new mission statement
 - A Conversation Series event, where 65 attendees engaged with the topics of mentorship and self-advocacy

UWHEN UofU Engagement:

- Second full year as official chapter!
- State representatives in 2022-23 included Stacey Slager, Ruchi Watson, and Stephanie Baugh.
- Participated in and supported attendance at UWHEN workshops and state leadership conference.
- **Increased UofU attendance by 250% at annual leadership conference through more intentional outreach and personal invites; 3 presenters from UofU led sessions.**
- Chapter board member Lissa Larson launched bi-monthly book clubs, with consistent attendance and input from members.
- Held Professional Development Event: *Navigating Gender, Disability, and the Workplace (September 2022)*.
- Held Professional Development Event: *Continuing the Discussion: Accommodations and Supporting Your Team (March 2023)*.
- Held socials including annual *New to the U Mixer (October 2022)*, and *Women at the U* networking socials throughout Spring 2023.
- Looking ahead: In July 2023, welcomed 14 board members and held chapter retreat to set vision for 2023-24 AY. Executive committee elections held in Fall 2023, led by chair Sara Cody.

Campus Activities:

- 2023 Edie Kochenour Memorial Event held in Feb. with topic of *Advancing Justice in the Workplace*.
- Women's Week 2023 themed *Making Public Policy Personal*.

Presidential Commission on the Status of Women

- Continual focus on childcare access/affordability, gender pay equity, and broader campus strategy as relating to One U Thriving.
- Childcare Advisory Board launched survey to assess campus-wide needs and inform strategy.
- HR completed dashboards on pay equity to guide future work.

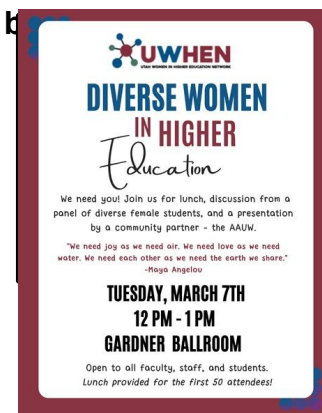


UWHEN Engagement:

- We supported the state-wide UWHEN events through advertising and regular communication with our campus community.
- Women from Utah Tech attended the state-wide UWHEN Conference. Our chapter board provided support travel for individuals to attend the conference in person.
- Representatives from our board attended the state-wide regular meetings and communicated relevant information back to our chapter board and to our campus.

Campus Activities:

- Our chapter hosted six campus events in 2022-2023.
- Hosted an opening social to introduce campus members to the organization.
- Co-Hosted a multi-university attended virtual book event with author Alicia Curry.
- Sponsored a de-stress campus activity featuring hot chocolate, cinnamon rolls, and a gentle-movement/stretching workshop conducted by a dance faculty member.
- Opened the Spring Semester with an organized, structured networking event for faculty and staff to meet each other and create opportunities for cross-campus collaboration.
- Invited and hosted Tara Spalding, Interim CEO & CPO of Venture Capital, on campus to give a campus-wide talk.
- Organized and sponsored a panel of diverse female students to share their life stories of success and overcoming challenges to reach life-changing educational goals.



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UWHEN Engagement:

- **12 UVU Chapter events** engaging 430 attendees.
- **2 Women's Leadership Speaker** events. In Fall: Nubia Peña, Senior Advisor on Equity and Opportunity and Director of the Utah Division of Multicultural affairs inspired UVU's UWHEN Chapter with her gentle heart and fierce advocacy for underrepresented groups. In Spring: UVU Alumni, Cassidy Read, shared her career story, leadership tips, and insights for success as VP of Private Wealth Management at Goldman Sachs.
- **Multiple additional events** covering topics like *Work-Life Balance, Sustainability Science, Resume/Cover Letters, Interviews & Networking, Gender Bias, Imposter Syndrome, Fostering Connections, and Retention.*
- **Book discussion groups** multiple times a semester. In Fall: *Lead From the Outside: How to Build Your Future and Make Real Change* by Stacey Abrams. In Spring: *Act Like a Leader, Think Like a Leader* by Herminia Ibarra. 111 participants.

Campus Activities:

- UVU administrative leadership continues to diversify.
- For the first time UVU enrolled as many female students as male students.
- The Presidents of the Faculty Senate, and PACE (Staff association) are all women.
- The Women's Council is creating greater accessibility of changing stations for parents on campus.
- The Women's Council newsletter is entering its third year and highlights faculty research, staff accomplishments, and student success. (to subscribe visit <https://www.uvu.edu/womenscouncil/>)
- Women accounted for a record high percentage at 43.5% of all degrees awarded last year.
- Women's Success Center raised over \$500,000 for scholarships.



WEBER STATE UNIVERSITY

UWHEN Engagement:

- “Are We There Yet” Statewide Leadership Conference
- Representative at 2023 Utah Women’s Organizations Network Annual Meeting: A Bolder Way Forward
- Shared over 100 statewide events, hosted by various institutions with WSU campus via Events Calendar

Campus Activities:

- Fall Workshop “Conflict Resolution and Mediation in the Workplace” with Carlee Madsen, Collaborative Conflict Consultants
- WSU UWHEN Reconnect Fall Networking Social
- Coffee Break Discussions with WSU Chapter UWHEN

Board and Committee Recognition:

- WSU UWHEN Chapter Book Group: *I Don’t Have to Make Everything Perfect* by Gary DeLoraine and *Disrupters* by Steven Weber
- Teri Bladen, Director of the UWHEN Distinguished Service Award
- WSU UWHEN Spring Leadership Panel Discussion Faculty Governance Award from the WSU Faculty Senate Executive Committee
- Treasurer Elizabeth Hill was elected as chair-elect for the International Association of Administrative Professionals, DEI Committee
- Member at Large Jessica Pleyel was awarded a UWHEN professional development grant, was named Outstanding Professional Staff Member, earned a Wilderness First Responder Certificate, and was Nov. 2022 employee of the month
- Institutional Representative Mylynn Felt presented at the International Communication Association in Toronto and received the Board Member of the Year service award from the International Communication Association





WESTMINSTER UNIVERSITY

UWHEN Engagement:

- Supported state-wide UWHEN activities
- Provost Debbie Tahmassebi served as 2022-2023 Chair
- Lindsie Smith served as 2022-2023 Treasurer

Campus Activities:

- Westminster hosted the 2022 UWHEN Annual Conference on its campus
 - The conference was sold out with close to 300 attendees
 - Attendees represented a dozen different Utah institutions of higher education
 - The program included a keynote by Dean Kronk Warner (University of Utah, Law, photo above), and a presidential panel including President Beth Dobkin (Westminster) and President Astrid Tuminez (UVU)
 - Hosted the 12th annual National Girls and Women in Sports Day recreation clinic for girls ages 6–14, sponsored by the Fitness, Wellness, and Recreation Department and the Westminster University Athletics Department
 - We partnered with UWHEN for the November 2022 Women in Leadership Community Conversation, featuring Shireen Ghorbani, Tasha Toy, Andrea Williams, Lia Baez, and Binnie Green. There were 68 attendees, consisting of students, staff & faculty, and community members.
- New Westminster University female leadership:
 - Debra Glenn appointed as new Chief Financial Officer

