

May 8, 2019

MEMORANDUM

TO: State Board of Regents
FROM: David L. Buhler
SUBJECT: Utah Women in Leadership Exchange Program Cohort

Issue

Regents are considering today a change in Regents policy R805. The policy change is an update, which provides for a data set that will reveal the diversity within the Utah System of Higher Education (USHE) workforce and how representative it is relative to Utah's population as a whole. Strategies for addressing diversity in general will likely evolve from that data set. While not all elements of underrepresentation in the workforce are available, there is sufficient data from past system efforts and research to show that women are underrepresented in leadership positions in USHE institutions. One idea for addressing women in leadership positions is the Women in Leadership Exchange Program (UWLE), which was endorsed by the Board at their November meeting. Today, the Regents are being "introduced" to the participants in the first cohort of the UWLE, who will formally begin their year's work in August 2019.

Background

The idea for the UWLE grew out of informal conversations with mid-level women administrators from USHE institutions who were eager to have more formal support for enhancing their higher education leadership skills. Some faculty and staff at USHE institutions have an opportunity to participate in leadership development through programs sponsored by institutions, but not all have that opportunity. The UWLE extends that professional development opportunity to women in all USHE institutions, growing the number of women with higher education administration skills, which they might use to advantage in their current roles, or which might assist them in steadily advancing in leadership positions. The end result of implementing this program is a pool of well-qualified women in higher education leadership for USHE institutions.

Commissioner's Recommendation

The Commissioner recommends the Board acknowledge the 2019-2020 UWLE cohort participants, the support of the USHE institutions in making the UWLE possible, and the work of Nancy Hauck (DSU) and Jessi Hill (UVU), who have invested a significant amount of volunteer time in working with the Commissioner's staff to design and implement this program.

DLB/EJH

David L. Buhler
Commissioner of Higher Education

Inaugural Cohort for the USHE Women's Leadership Exchange (UWLE) Program		
2019-20		
Nominee	Institution	Position
Adriana Brandt	DSU	Chair, Department of Education
Ali Threet	DSU	Executive Director, Career Services and Student Success
Angela Pool-Funai	SUU	Director, MPA
Angie Walker	SLCC	Director, eLearning
Aretha Minor	UU	Director of Strategic Initiative, Enrollment Management
Camille Thomas	SUU	Department Chair, Kinesiology and Outdoor Recreation
Carrie Beckman	USHE	Director, State Scholarships
Fern Caka	UVU	Professor, Chemistry
Javet Colvin	UVU	Professor, Communication; Assoc Dean, College of Humanities & Social Science
Jessica Awtrey	UVU	Assistant Dean, University College
Jill Trythall	Snow	Admissions and Ambassador Advisor
Keri Mecham	SUU	Director, Student Involvement & Leadership
Kimberly Lott	USU	Associate Professor
Megan Brown	USHE	Project Manager
Melissa Neville	WSU	Associate Professor, Nursing
Molly Ward	WSU	Director, Shepherd Union
Mykel Beorchia	USU	Director, University Advising
Rachel Hayes-Harb	UU	Professor and Associate Dean, Linguistics
Sarah Steimel	WSU	Associate Professor, Communication; Program Director, Master of Professional Communication
Tara Ivie	UVU	Senior Director, Women's Success Center
Thanhtung "tung" Thantrong	SLCC	Interim Director, TRIO Programs