



UTAH SYSTEM OF
HIGHER EDUCATION

MEMORANDUM

TAB D

February 19, 2021

Utah Women's Leadership Exchange

The Board of Higher Education recognizes that a crucial part of a quality higher education is for students to gain experience rooted in diverse perspectives and experiences and also that students' ability to see their backgrounds reflected in the faculty and staff at colleges and universities is an important part of retention and completion. These aims are reflected in [Board Policy R805, Gender, Race, and Ethnicity Representation at USHE Institutions](#), which includes a goal to mirror Utah's population in faculty, staff, and administrative positions at USHE institutions. This goal requires USHE institutions to employ a diverse, representative, and equitably compensated workforce across all levels of faculty, staff, and administration. During the discussion in November 2018 surrounding Policy R805, the Academic and Student Affairs Committee expressed support for a proposal from groups of faculty, higher education professionals, and administrators to create a Utah Women's Leadership Exchange that would create pathways to USHE leadership roles for mid-career women.

UWLE was subsequently organized by co-chairs Dr. Nancy Hauck of Dixie State University and Dr. Jessi Hill of Utah Valley University. It was designed to provide structured mentoring partnerships, training, and support for women faculty and staff at USHE institutions in order to enhance their higher education leadership skills and help prepare them for career advancement. The Commissioner's office and the Chief Academic Officers of the degree-granting institutions provided financial support; high-level leaders from USHE institutions and the Commissioner's office also donated their time to serve as mentors for the women chosen as protégés in the project.

The first cohort of mentors and protégés met during the 2020 academic year for a series of training programs, job shadowing, and one-on-one consultations. Protégées also completed intensive leadership projects. Dr. Hauck and Dr. Hill will report on the outcomes of this first cohort. The Exchange has been put on hold during the COVID-19 pandemic.

Commissioner's Recommendation

This is an information item only; no action is required.