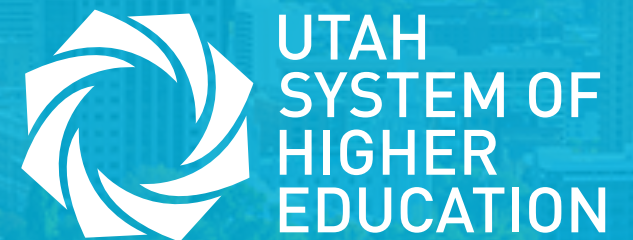


# Utah Women's Leadership Exchange

February 19, 2021





# UWLE 2019-2020 Cohort & Leadership Team



# Why?

Why should USHE focus on building women leaders?

# Demographics

## Utah Residents 2020

- Gender
  - 49.7% Female
  - 50.3% Male
- Race
  - 75% White/Non-Hispanic
  - 12% Hispanic
  - 2% Asian
  - 1% Black
  - 1% Pacific Island
  - 1% Native American
  - 8% Other/Two or more

## USHE Students 2020

- Gender
  - 53% Female
  - 47% Male
- Race
  - 76% White/Non-Hispanic
  - 11% Hispanic
  - 3% Asian
  - 1% Black
  - 1% Pacific Island
  - 1% Native American
  - 7% Other/Two or more

# Demographics

## Utah Residents 2020

- Gender
  - 50% Female
  - 50% Male
- Race
  - 75% White/Non-Hispanic
  - 17% Minority
  - 8% Other/Two or more

## USHE Students 2020

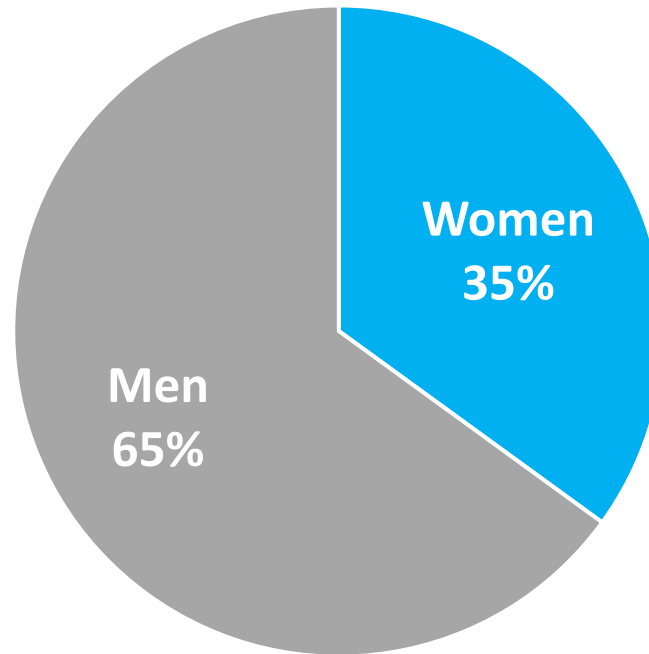
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  - 53% Female
  - 47% Male
- Race
  - 76% White/Non-Hispanic
  - 17% Minority
  - 7% Other/Two or more

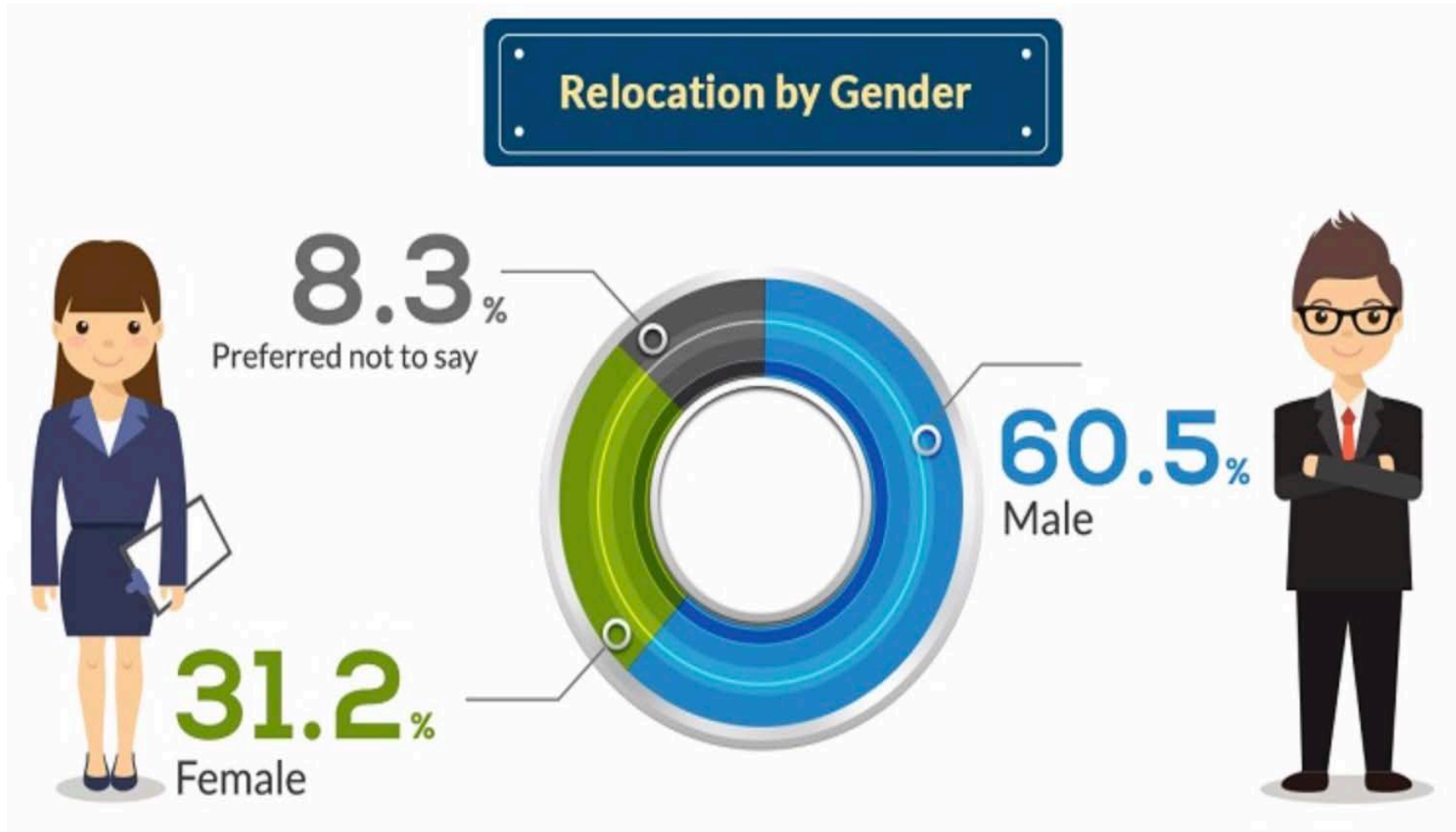
## USHE FT Employees

- Gender
  - 49% Female
  - 51% Male
- Race
  - 81% White/Non-Hispanic
  - 19% Minority

# Leadership Demographics 2019-2020

Senior Leadership at USHE Institutions





Shepherd (2017) found that equal rates of men and women apply for leadership positions at their **own** institutions.

Men were more than twice as likely to apply for a leadership position at **another** institution.

(Allied, 2018)

# 2020 USHE Leadership Data

## % Women Leadership by USHE Institution +

	DSU	SLCC	SC	SUU	UU	USU	UVU	WSU	Average
Regents	--	--	--	--	--	--	--	--	44%
Board of Trustees	50%	58%	30%	60%	27%	42%	45%	55%	46%
Presidents	0%	100%	0%	0%	100%	100%	100%	0%	50%
CAOs*	0%	0%	100%	0%	0%	0%	0%	0%	13%
Other VPs	0%	20%	50%	25%	46%	18%	29%	25%	27%
Cabinets	18%	29%	57%	30%	56%	25%	33%	29%	35%
Academic Deans	29%	33%	20%	50%	40%	29%	25%	71%	37%

*\*Individual only--not members of the CAOs office*

*+Per institutional websites*



# What?

What is UWLE's unique contribution?

# Utah Women's Leadership Exchange

UWLE provides opportunities for leadership development and professional mentorship so Utah women can advance to positions of greater responsibility and leadership within their institution, at other USHE institutions, or the system office.



UWLE Cohort 2019-2020

# UWLE Overview

- **Key Features:** Leadership Development; Mentoring; Leadership Project
- **Leadership Development Activities:** Retreats and Workshops; Mentorship Meetings; Leadership Exchanges; Monthly Mentoring Meetings
- **Competencies:** Developing a Leadership Vision; Building Relationships & Navigating Organizational Complexity; Communicating With & Influencing Others; Executing Plans & Evaluating Outcomes





Frank & Fern



Dan & Janet



Brad & Tara



Branda & Angela



Larry & Sarah



Jess & Aretha



# How?

How did we do the first year?

# Protégé Survey Results

## UWLE Accomplished its Purposes

- Strongly Agree or Agree 90%
  - Created a catalyst for leadership development for women in higher education across the state.
- Strongly Agree or Agree 100%
  - Illustrated the value and importance of mentoring in developing women leaders in USHE.
- Strongly Agree or Agree 90%
  - Formed a network of support for aspiring women leaders and established USHE leaders.
- Strongly Agree or Agree 81%
  - **Formed stronger links between USHE institutions and individuals, discovering areas of synergy and opportunities for mutual benefit.**

# Protégé Survey Results

## UWLE Accomplished its Purposes

- Strongly Agree or Agree 90%
  - Increased awareness and understanding of other USHE institutions, including unique challenges and governance structures.
- Strongly Agree or Agree 86%
  - Provided a safe sounding board to challenge ideas and explore innovative ways of working and leading.
- Strongly Agree or Agree 76%
  - Explored diverse perspectives on leadership styles.



UTAH SYSTEM OF  
HIGHER EDUCATION

## UTAH WOMEN'S LEADERSHIP EXCHANGE (UWLE)

The UWLE Program provides opportunities for leadership development and mentorship. The program pairs mid-career women working in higher education with mentors who are senior leaders at a different institution within USHE. The experience includes leadership workshops and exchanges with mentors.

Tara's mentor, Brad Cook, is from Snow College and believes he could not have been more fortunate to have worked with Tara. He describes her as committed to her field and motivated by the highest of leadership ideals. Brad looks forward to seeing where Tara's career takes her in higher education.

"UWLE is one of those rare programs that offer as much to the mentors as to the protégés." - Brad Cook



### Congratulations Tara Ivie!

She is one of the newest UWLE graduates and the Senior Director of the Women's Success Center at Utah Valley University. Tara believes UWLE has been a significant asset on her path to leadership, especially in Higher Education.

**"Building relationships with folks from across the state is so beneficial to understand perspective, skills, opportunities, and challenges."**

Tara cannot thank her mentor, Brad Cook, enough for helping her understand her skills and being genuinely invested in her growth.

# Spotlights

Tara Ivie  
UVU

Mentored by  
Brad Cook  
Snow College



## Dr. Elizabeth Hitch Mentorship Award Kat Brown (UVU)

*“Kat Brown was a perfect mentor for me because she respected what I know and helped fill the gaps of what I did not know. Moreover, she shared her extensive experience in academics, has overcome relatable challenges, was friendly, genuine, credible, and trustworthy, and was always open to learn from me. I felt I had a voice and could contribute to the dialogue.”*

-Camille Thomas (SUU)



# Thank you!

Questions?

# Announcing The New UWLE 2020-22 Cohort

- Erin Ortiz, DSU
- Katie Armstrong, DSU
- Michelle McDermott, DSU
- Lindsay Chaney, Snow
- Udambor Bumandalai, Snow
- Tanasia Valdez, SLCC
- Karah Altman, SLCC
- Donna Lister, SUU
- Illiana Portaro, SUU
- Nichole Wangsgard, SUU
- Kami Terry Paul, SUU
- Nikki Koontz, SUU
- Becki Lawer, USU
- Heidi Kesler, USU
- Taya Flores, USU
- Claudia Geist, UU
- Pearl Sandick, UU
- Ashley Larson, UVU
- Leslie Simon, UVU
- Noemy Medina, UVU
- Amelia Williams, WSU
- Cass Morgan, WSU
- Jenny Kokai, WSU
- Paige Davies, WSU

# Goals

- CAOs and CSAOs contributed to the inaugural and the new 2020-2022 cohorts
- USHE's sustained support
- Creating a culture in USHE for women to thrive in leadership
- Recognize the barriers for women in higher education in Utah and the need to improve
- Let's move Utah to first place for women!