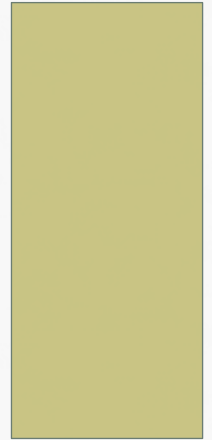




HERS ADVANCING LEADERSHIP IN HIGHER EDUCATION ADMINISTRATION

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OVERVIEW OF HERS

- **HERS (Higher Education Resource Services)** is an educational non-profit providing leadership and management development for women in higher education administration. Since 1972 HERS has served the higher education community through the preparation of more than 3,000 women leaders attending [HERS Institutes](#) and participating in a variety of [HERS Activities](#). Today HERS Alumnae across the United States, as well as in Canada, South Africa and other nations, are in positions of leadership at all levels-- including most senior positions.
 - Taken from HERS website: <http://hersnet.org>

PRESENTATION OUTLINE

- Early History of HERS
- Description of the three HERS Institutes
- HERS Curriculum & Assignments
- Benefits of attending
- Knowing when you are ready to attend
- Writing a strong HERS application
- Questions

EARLY HISTORY OF HERS

- 1971 “Committee for the Concerns of Women in New England Colleges and Universities” A.K.A Concerns Committee.
- Leadership of Sheila Tobias, Associate Provost of Wesleyan.
- Response to U. S. H.E. W. Affirmative Action regulations for institutions of higher education.
- Registry and referral service for women for faculty and administrative positions.
- 1972 renamed Higher Education Resource Services.
- Housed at Brown University (Horning, 1978)

EARLY HISTORY OF HERS

- Original mission:
 - “To improve the opportunities and status of academic professional women, and to aid colleges and universities in fulfilling their commitment to equal employment opportunity” (Horning, 1978).

EARLY HISTORY OF HERS

- HERS Mid-Atlantic formed in 1974.
- Other organizations forming in the Midwest, Utah and California
- 1976 formed partnership with the Wellesley College Center for Research on Women
 - Centered founded in 1974
- Academic Careers Cooperatives program
 - 1-day workshops; 12 college campuses

Horning, L. S. (1978). HERstory: Making equal opportunity for women in academe a reality takes planning, design, organization, hard work, and money. *Grants Magazine*, 1(1), 36-42).

INSTITUTE OPTION #1: HERS BRYN MAWR

- Each summer since 1976, the **HERS Bryn Mawr Summer Institute for Women in Higher Education Administration** has provided a residential program with an intensive leadership and management curriculum for approximately 70 women faculty and administrators on the [Bryn Mawr College](http://bryn-mawr.edu) campus.
 - Taken from HERS website: <http://hersnet.org>
- Concentrated immersion format
- Next Institute: June 17 to July 1, 2012

INSTITUTE OPTION #2: HERS WELLESLEY

- Started in 1978, the **HERS Wellesley Institute for Women in Higher Education Administration** has brought approximately 70 women faculty and administrators from all regions of the country to Wellesley College for a series of four inter-related weekend seminars occurring across the academic year.
 - Taken from HERS website: <http://hersnet.org>
- Cumulative multiple session format.
- Next Institute: October 11 – 13, 2012; November 9-10, 2012; February 7-9, 2013; and March 14-16, 2013.

INSTITUTE OPTION #3: HERS DENVER

- Since 2007, the HERS Institute for Women in Higher Education Administration at the [University of Denver](#) has offered women faculty and administrators the opportunity to participate in a residential program with an intensive leadership and management curriculum to prepare them to be leaders in higher education.
 - Taken from HERS website: <http://hersnet.org>
- Concentrated immersion format
- Next Institute: July 22 to August 5, 2012

HERS CURRICULUM: FIVE THEMES

1. Understanding the higher education environment
2. Planning and leading change in the environment
3. Managing and investing strategic resources
4. Engaging individual and institutional diversity
5. Mapping your leadership development

HERS CORE ASSIGNMENTS

1. Readings
2. Senior Officer Interviews
 - University Budget & Annual Financial Report
3. Institutional Demographic Questionnaire
4. HERS Leadership Project
5. Myers-Briggs Type Inventory, Step II, Form Q
6. Position Description Assignment

BENEFITS OF ATTENDING: FEEDBACK FROM FORMER HERS PARTICIPANTS

- Interview President, Provost, VP's and others in leadership positions at MSU, M.
- In-depth look at the “whole picture” of higher education.
- Exposure to issues in higher education for a different perspective.
- Opportunity to meet many exceptional women working in higher education.
- The many amazing women I became acquainted with have become a source of inspiration and help to me – we still connect and share news.
- Enjoyed the benefit of focusing on the learning without interruption (concentration immersion format).
- Time away from work to reflect on what want to do in the future.
- Create a realization amongst colleagues and administrators on campus of interest in leadership positions.
- Introduce to new group of women on MSU, M campus – a new wonderful network of colleagues and friends.

KNOWING WHEN YOU ARE READY TO ATTEND

- “Quite frankly, even during my first days at HERS, I was not certain I was ready to make a transition from faculty member to administration/leadership. For me, the realization that I was, in fact, fascinated by the challenges posed by leadership in HE and wanted to become more actively involved in finding solutions to those problems, came about during the time at HERS. By the time I made my last trip to [city deleted], I was certain I was going to apply for a leadership position in the near future. Based on my experience, I would say that a woman need not know she is **ready** to apply for HERS...but realize she has an interest in exploring formal and/or informal leadership opportunities.”

KNOWING WHEN YOU ARE READY TO ATTEND

- “I had taken some time to look at my skills and where I wanted to be professionally before I applied. Since I wanted to manage and lead more, and needed to increase my knowledge in those areas, the timing was perfect for me to apply. As a [text edited out] person and only an [position edited out] at the time, I was intimidated when I arrived. After a day or two, I was sure I was in the right place. I wouldn't have the job I'm in today if I hadn't attended, so I know the timing was right.”

KNOWING WHEN YOU ARE READY TO ATTEND

- “For me I knew I was ready to attend because I had been in higher education long enough to want to gain a better understanding of the culture and structure of higher education; yet I was new enough that the HERS experience looked like a valuable and safe way to explore and reflect on the potential leadership roles in higher education.”

MSU, MANKATO APPLICATION PROCESS

- Application materials:
 - Self-descriptive letter
 - Letter of recommendation from a supervisor
 - Resume
 - Printed HERS application form (do not electronically submit your application to HERS.)
- Go to:
<http://www.mnsu.edu/csw/hers.html>

- Due date: January 31, 2012
- Submit to President's Commission on the Status of Women Graduate Assistant, Sophie Slater: CSU 218, 507-389-2486, sophie.slater@mnsu.edu

WRITING A STRONG APPLICATION

- Discuss readiness for HERS--Other leadership institutes completed such as MSU Leadership Institute, Midwest Women's Leadership Institute, Greater Mankato Leadership Institute, YCWA Leadership Institutes etc...
- Discuss leadership roles that the person has been in and how leadership in Higher Education is a passion.
- How can MSU,M benefit from you attending HERS? What will you bring back to MSU,M to make it a better place?
- Discuss your short-term and long-term plans as a leader at MSU,M.
- Explain why you are ready for HERS at this time in your career.

QUESTIONS

