



Personal and Professional Development for Women

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HERS 2012



Introduction

- ◆ **Overview Women in Academic Leadership**
- ◆ **Our Institution**
- ◆ **HERS- The Application Process and Selection**
- ◆ **Course Content**
- ◆ **Course Benefits**
- ◆ **Discussion**



Women in Academic Leadership

- ◆ **Emotional Intelligence, Daniel Goleman, 2005**
 - < “Men and women as groups tend to have a shared, gender specific profile of strong and weak points.”
- ◆ **Face many professional and personal obstacles.**
- ◆ **WE have to be advocates for each other.**
- ◆ **WE have to support one another.**

THIS IS OUR TIME OF INTENTION!

Bachelor's Degrees

| | <u>Male</u> | <u>Female</u> |
|----------------------------------|-------------|---------------|
| ◆ Architecture | 56.7% | 43.3% |
| ◆ Arts & Humanities | 38.3% | 61.7% |
| ◆ Social Sciences | 36.3% | 63.7% |
| ◆ Biological / Life Sciences | 43.8% | 56.2% |
| ◆ Business | 51.2% | 48.8% |
| ◆ Education | 20.5% | 79.5% |
| ◆ Health Professions | 14.9% | 85.1% |
| ◆ Math, Comp Science, & Eng | 78.6% | 21.4% |
| ◆ Physical Sciences | 59.3% | 40.7% |
| ◆ Other / Vocational / Technical | 58.1% | 41.9% |

Characteristics of Recipients of Earned Doctorates, 2006

| | All fields | Business | Education | Engineering | Humanities | Life sciences | Physical sciences | Social sciences |
|--|------------|----------|-----------|-------------|------------|---------------|-------------------|-----------------|
| Doctoral degrees conferred | 45,596 | 1,312 | 6,123 | 7,191 | 5,576 | 9,683 | 7,461 | 6,873 |
| Median age at conferral | 32.7 | 35.2 | 41.7 | 30.8 | 35.0 | 31.4 | 30.3 | 32.9 |
| Median number of years from bachelor's degree to doctorate | 9.5 | 11.8 | 16.7 | 8.1 | 11.5 | 8.6 | 7.7 | 9.6 |
| Median number of years from enrollment in graduate school to doctorate | 7.9 | 9.2 | 12.7 | 6.9 | 9.7 | 7.0 | 6.7 | 7.9 |
| Proportion with bachelor's degree in same field as doctorate | 53.8% | 34.9% | 29.8% | 75.7% | 53.9% | 48.9% | 65.1% | 55.0% |
| Proportion with master's degree in any field | 74.8% | 80.2% | 90.2% | 80.1% | 85.6% | 53.3% | 65.2% | 83.2% |
| Sex | | | | | | | | |
| Male | 54.8% | 60.8% | 34.8% | 79.6% | 49.3% | 48.3% | 72.2% | 42.6% |
| Female | 45.0 | 38.6 | 65.1 | 20.2 | 50.6 | 51.6 | 27.6 | 57.3 |
| Unknown | 0.2 | 0.6 | 0.1 | 0.2 | 0.1 | 0.2 | 0.2 | 0.1 |

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Women in Academic Leadership

- ◆ **Women earn the majority of postsecondary degrees.**
- ◆ **Women are earning more professional degrees.**
- ◆ **Women are overall under-represented as faculty, mid-level and senior administration.**
- ◆ **Female PHD's are more likely to obtain positions at two-year versus four-year institutions.**
- ◆ **Women have career “set-backs” for personal reasons.**
- ◆ **Female professors earn 80% of their male counterparts.**

University President Profile

The typical American college or university president is

- a married white male, 61 years old
- holds a doctorate in education
- has served in current position for seven years—a profile that has not varied greatly over the previous 25 years.
- 74% of American college presidents are male

Female University Presidents

- Women represent 26% of college presidents.
- At Community Colleges, 33% of presidents are women.
- At Women's Colleges, female presidents are the norm.

MSU Chairpersons

Female/Total

6/7

ALLIED HEALTH & NURSING

1/8

ARTS AND HUMANITIES

1/4

BUSINESS

5/7

EDUCATION

3/10

**SCIENCE, ENGINEERING AND
TECHNOLOGY**

7/11

SOCIAL & BEHAVIORAL SCIENCES

23/47 = 49%

MSU Deans

- ◆ **Kristine Retherford**, College of Allied Health and Nursing
- ◆ Walter Zakahi, College of Arts and Humanities
- ◆ **Brenda Flannery**, College of Business
- ◆ **Jean Haar**, College of Education
- ◆ **Becky Copper-Glenz**, Extended Learning
- ◆ Barry J. Ries, Graduate Studies and Research,
- ◆ Dr. Vijendra Agarwal, College Science, Engineering and Technology
- ◆ **Kim Greer**, College of Social and Behavioral Sciences
- ◆ Joan Roca, Library Services

MSU Vice-Presidents

- ◆ Academic Affairs, **Linda L. Baer**
- ◆ Student Affairs and Enrollment Management,
David P. Jones
- ◆ Strategic Business, Education and Regional
Partnerships, Robert Hoffman
- ◆ Finance & Administration, Richard J. Straka
- ◆ University Advancement, Douglas Mayo
- ◆ Information Technology, Ed Clark

MSU HERS Alumni

Linda Duckett (Summer Institute Alumna 2000)

Jean Haar (Summer Institute Alumna 2006)

Jennifer Guyer-Wood (Summer Institute Alumna 2007)

Deborah Jesseman (Summer Institute Alumna 2008)

Debra Schulz (Denver Institute Alumna 2009)

Kimberly Greer (Denver Institute Alumna 2010)

Rhonda Dass (Denver Institute Alumna 2011)

Nancy Fitzsimons (Management Institute Alumna 2012)

Marilyn Hart (Summer Institute Alumna 2012)

Candace Raskin (Denver Institute Alumna 2012)

HERS (Higher Education Resource Services)



- An educational non-profit providing leadership and management development for women in higher education administration.
- Since 1972, HERS has served the higher education community, preparing more than 4300 women faculty and administrators for leadership roles.
- HERS Alumnae are active on over 1200 campuses across the USA, South Africa, Botswana, India, Nigeria, Saudi Arabia, Micronesia, and Caribbean region.
- Currently, over 500 HERS alumnae now serve in senior level positions.

Apply to HERS!

The President's Commission on the Status of Women (PCSW) is now accepting applications for the selection of a representative from Minnesota State University, Mankato, to attend one of the annual HERS Institutes for women during the 2012-2013 academic year. The purpose of the Institutes is to advance women leaders in the middle and executive levels of higher education administration.

HERS Application Process

The Minnesota State Mankato application process entails:

- ◆ completion of the HERS application form
- ◆ self-descriptive letter
- ◆ letter of recommendation from a supervisor
- ◆ resume

More information on the application process is available at the Commission's website:

<http://www.mnsu.edu/csw/hers.html>

HERS Review Process

Completed application packets should be submitted by January 31, 2013 to the Graduate Assistant for the President's Commission on the Status of Women in CSU 218.

Applications will be reviewed by the PCSW and recommendations forwarded to President Davenport.

HERS Course Overview

Pre-Institute Assignments

- Senior Administration Interviews
- Readings
- Leadership Project Summary
- Curriculum Content
- Network

Three Institutes

- ◆ Bryn Mawr- Hart
- ◆ Wellesley- Alvarez
- ◆ Denver- Raskin <http://knov.io/UQdADH>

THREE LOCATIONS & SCHEDULES

HERS Bryn Mawr Summer Institute 2012

Concentrated Immersion
Format:
12-day core curriculum
in 14-day residency

NEW *TWO WEEK
SCHEDULE*

June 17 - July 1, 2012
(Sunday-Sunday)

Tuition, Meals & Campus
Housing \$6600*

Application Deadline:
March 1, 2012

[Click here for more
information](#)

HERS Denver Summer Institute 2012

Concentrated Immersion
Format:
12-day core curriculum
in 14-day residency

NEW *TWO WEEK
SCHEDULE*

July 22 - August 5, 2012
(Sunday-Sunday)

Tuition, Meals & Campus
Housing \$6600*

Application Deadline:
April 1, 2012

[Click here for more
information](#)

HERS Wellesley Institute 2012-2013

Cumulative Multiple Session
Format: Four three-day
sessions
across the academic year

October 11-13, 2012;
November 8-10, 2012;
February 7-9, 2013;
March 14-16, 2013
(Thursday-Saturday)

Tuition & Meals \$5400*
Wellesley Institute hotel rate
available at approximately
\$135 per night, plus tax
(rates may vary)

Application Deadline:
May 1, 2012

[Click here for more
information](#)

Conclusion

- ◆ **Network**
- ◆ **Find a mentor/be a mentor**
- ◆ **Advocate for women**
- ◆ **Utilize professional development opportunities**
- ◆ **Strive for a work/life balance**