



H·E·R·S  
QUARTERLY NEWSLETTER

**MESSAGE FROM THE PRESIDENT:**

I hope this finds you doing well and enjoying what I'm sure is a very busy start to the school year!

Summer was an incredibly busy time for HERS in the best of ways—we continue to see positive growth as it pertains to our offerings and we have added additional staff to our team, who embody our organizational mission and values. Most importantly, we continue to hear from HERS alumnae and institutional partners about how important our work continues to be.

HERS was founded in 1972 with the intent of helping women—helping them connect to leadership and job opportunities that would in turn ensure greater diversity and equality in higher education leadership and beyond. Nearly 50 years later, we're still tasked with paying it forward to women, because our voice deserves to be heard in not only higher education, but all industries.

As we head into fall, I encourage you to consider how you personally can pay it forward and support another woman in higher education. Here are some ideas:

- Nominate another woman for a HERS offering like the [HERS Institute](#) or [Next Stages, Next Steps](#)
- Become a mentor for another woman as she works toward her leadership goals
- [Nominate](#) a woman to appear in the HERS Network Newsletter Spotlight
- Celebrate another woman's success by submitting her for a professional award at your institution
- Send your personal mentor a note and tell them you appreciate them
- [Send the HERS team a note](#) when you hear of a woman's appointment at your institution—we will promote them on our social media channels

Additionally, please reach out if you have feedback regarding these newsletters and have any suggestions for topics you would like to see included.

In Awe of Your Leadership,

Verna

Verna Fitzsimmons, Ph.D.  
*President*

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## BY THE NUMBERS:

What does HERS' success look like so far in 2019

- In 2019, **191** women graduated our HERS Institute offerings at Wellesley College, Colorado School of Mines and Bryn Mawr College.
- Additionally, we had **22** women join us at our Next Stages, Next Steps workshop in August. Due to the workshop's continued success, we will now be offering the workshop in January 2020, in addition to August 2020.
- We have noted **12** appointments amongst our alumnae to leadership roles at their institutions of higher education.

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## UPCOMING EVENTS:

### Next Stages Next Steps in Phoenix, AZ

January 16 – 18, 2020

[Register Here!](#)

### 2019 – 2020 HERS Institute in Wellesley, MA

Four Weekend Sessions: October 10-12, 2019; November 14-16, 2019; February 6-8, 2020; March 19-21, 2020

### 2020 HERS Institute Summer Offerings

Intensive 12-Day Format

June 8 – 20, 2020 (Golden, CO – Denver Metro Area)

Early application deadline: October 15, 2019 (includes \$500 discount!)

[Apply Today!](#)

July 6 – 18, 2020 (Bryn Mawr, PA – Philadelphia Metro Area)

Early application deadline: October 15, 2019 (includes \$500 discount!)

[Apply Today!](#)

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## HERS NETWORK SPOTLIGHT: Dr. Jann Joseph

President, Georgia Gwinnett College (HERS Institute Alumna, Class of 2007)

### What did you value most during your time with HERS?

My time spent at the HERS Institute was during the early period of my first key administrative role as an Associate Dean. I had the opportunity to interact with women from outside of academic affairs. This was the beginning of my schooling on how best to work with staff in student affairs, business and finance. At that time, I tracked my career to



the Provost/Vice President level, but what I valued most was the sisterhood, the opportunity to interact and also build professional relationships with emerging women leaders. There was no judgement—only support and encouragement.

### **How was the HERS experience different than other leadership development organizations you've participated in?**

Most of my leadership development experiences were specific to the rank (deans, provost, etc.), whereas HERS brought women in various roles together from across their respective institutions. But the real strength of the HERS Network is its ongoing support for our professional development and success. During my time at the HERS Institute, Judith White (former HERS president) made a commitment to stay in touch and reconnect with alumnae as we attended various annual meetings.

The HERS Network is further strengthened when campuses like Grand Valley State University, Eastern Michigan University, Indiana University South Bend and others commit to sending women each year. As institutions that contributed to my success, and because of their commitment, I was always part of a cadre of HERS alumnae on campus who continued to pay it forward and advance other women leaders.

### **How did HERS pique your interest to work toward a presidential role at an institution?**

As I said earlier, I tracked my career to the Provost/Vice President/Executive Vice Chancellor level at HERS. In a cabinet level position, I became more engaged as a campus leader while working beside my Chancellor—and on many occasions, I stepped into the role during his absences. Sometimes, we have to see something up close to internalize what many have told us we could or should do. Recognizing that I should serve as an institution leader, I became deliberate in my learning, experience and professional development to ensure that I was best prepared when the opportunity arose.

### **What advice would you give to a woman in higher education who wants to advance their career?**

Do the job you have now at 100%. Learn as much as you can, seek mentors and be a mentor for others. Focus on advancing and supporting the people you are called to lead. Be prepared and when opportunity knocks say “yes” and go forth. If you demonstrate that you add value or are able to lead in your existing role, you will be asked or nominated to serve at the top level. Give it time, don't try to skip too many steps. This is a marathon.

Also remember that women everywhere are invested in your success and are standing in the wings cheering for you.

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## **LEARNING MOMENT: The Meaning of Networking**

As professionals, we all know how critical networking is to our individual success. While HERS remains a big believer in the transformative power of networking, we also understand how the act of networking can at times feel superficial or, worse, transactional. Our advice to the women who feel this way is to look for the deeper value in their networking, as doing so will provide greater emotional rewards than you

would have thought possible.

If you think about it, “networking” is really just a fancy term for “helping others.” It isn’t about exploiting others or promoting yourself, but rather, opening yourself up to connect with others and building lasting relationships through your own usefulness. Not only do these mutually beneficial social connections [promote personal well-being and happiness](#), they also provide opportunities to access new information and see new perspectives, which can help you generate better ideas within your own career.

However, [research has also shown](#) that, in comparison to their male counterparts, networking women make 42% fewer contacts, spend 48% less time talking to them, and make 25% fewer LinkedIn connections. This means women see less of the intrinsic benefits to networking and so are, rightfully, less than thrilled with its worth.

To combat these statistics and return meaning to the networking experience, HERS created the [HERS Network](#), whose 6,000+ members include HERS offering alumnae, partner institutions, HERS Institute faculty and more. The HERS Network connects women in higher education who share a passion for achieving gender equity and improving the higher education sector, and gives them a space to collaborate, empower and help each other. We remain committed to utilizing the HERS Network to provide women in higher education with a community they can turn to for matters both professional and personal.

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### **NEW TO HERS STAFF:**

Our team is growing! Below are the esteemed colleagues that we have added to our staff.

PhuLan Olson, M.H.A., P.M.P.  
Associate Director of Marketing & Partnership Development  
[polson@hersnetwork.org](mailto:polson@hersnetwork.org)

Lindsay Sarin  
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Karen Ramon  
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### **REMINDERS:**

Update your contact information by [clicking here](#) and while you're at it, stay in the know and follow us on [Facebook](#), [Instagram](#), [LinkedIn](#) and [Twitter](#)!