

A community, inclusive of all women, that inspires, develops, and supports women leaders to transform higher education.

AN INTERVIEW WITH PRESIDENTIAL SPONSOR ANNE HOUTMAN, D.PHIL

ACE Women's Network Indiana is thrilled to welcome Anne M. Houtman, D. Phil. as our new presidential sponsor. Anne was appointed 20th president of Earlham College in July 2019. She is also the college's first woman president. In fact she's a woman of firsts - first woman field station director at Knox College's field station, first female department head of life sciences at RIT, first female dean of science and engineering at CSUB, and first female provost at Rose-Hulman. Recently, she spent some time sharing her thoughts on leadership, mentoring, and service.

Who inspired you to be a leader and why?

I come from a family of strong women and I married a man who isn't threatened by a strong woman. That gave me the self-confidence to aim high.

When you began your career, did you ever imagine that you would become a college president?

Oh goodness no. I was a first generation Pell student and so was thrilled to have managed

to graduate from college (Pomona College) and make it through graduate school thanks to an NSF pre-doctoral fellowship and a Fulbright. It still seems almost unbelievable to me.

What do you think are some of the most important things women need to remember as they move through their career in higher education?

Be kind to yourself and be kind to each other. There are only so many hours in a day, and there are seasons in our lives. I often felt like I was treading water when I had young kids, and I felt I was bad at everything - bad as a research scientist, bad as a teacher, bad as a colleague, bad as a wife and mother. I wish someone had told me it was all going to be fine. Another thing I feel strongly - some of our most important work is not paid and it won't be on your cv and you might not even notice when you do it. That is being a model and a mentor for other women.

What motivated you to become a leader in your institution?

I was thinking about this recently, and I believe that I became a president for the same reason I became a textbook writer. In the latter case, I can help students, one class at a time, understand biology so that they can make good decisions and have good lives. And I love doing that, introductory biology for nonmajors is absolutely my favorite class to teach. But I can give that to more students with a textbook. Similarly, I can help students become educated, contributory citizens one class at a time, and make science look more like America - more women, more people of color - one class at a time. Or I can be a president and lead an entire college - Earlham College - in supporting their faculty and staff as they do this hard and important work. I am Quaker and so believe strongly in Earlham's mission to educate students for good, to give them the knowledge and skills to go out and make the world better. That made Earlham the perfect place for me to serve. The other aspect of both of those activities that attracted me to them was that they were team efforts. I am happier working as a member of a team!

What factors impact a woman's ability to lead others?

I think that varies with each woman. I'm a big fan of Gallup StrengthsFinder; I've used it with several teams. I agree with the philosophy behind it that we should play to our strengths rather than focus on our weaknesses (lots of other folks will do the latter for you!). In my case, I am quite strategic and future-focused, and I have the trait "individualization", which means that I see each person's strengths and I look for ways to support them best using those strengths.

What excites you about taking on this role for ACE Women's Network of Indiana?

I believe with my whole heart that when you break through the glass ceiling, you reach down and pull others through. I have the only women-majority Cabinet I know of (I am sure there are others, but it isn't common). I am honored the Network asked me to serve and I look forward to meeting - and supporting - lots of women in the academy, in Indiana.

Why do you believe it is important to have organizations like ACE Women's Network?

Women need other women to survive and thrive. It's still very much a man's world, and we need women in academics to educate a more diverse and inclusive next generation of successful professionals and contributory citizens. We need to hold each other up as we do this critical work.



MEET OUR ACE-WIN STATE CO-CHAIRS

Dr. Laura Treanor, Provost and Vice President of Instructional Services at Vincennes University



Dr. Laura Treanor

Why was is important to you to be a part of the reorganization of the Indiana chapter of ACE?

The opportunity to build a network of women in higher education across the state of Indiana was something I wanted to be a part of! I can't think of a better way to contribute to the development of present and future leaders than by building an organization that is focused on providing tools, knowledge, and resources for women pursuing leadership development or roles.

What is unique about ACE Women's Network of Indiana and why do you want to increase membership to the Network.

There is a great deal of resilience in this chapter! The reorganized chapter was launched just prior to COVID with a small group of very dedicated women who pulled together to organize a conference in the span of only a few months. It continued to grow in membership and offerings despite not being able to meet face-to-face for the next two years! I think that's remarkable and worth celebrating.

What excites you most about this year?

The leadership team for ACE-WIN is energetic and action oriented. We come from a variety of roles, institutions and backgrounds and we gather around the idea of building connections for women across the state and providing them with high quality, relevant programming opportunities. I'm very excited about some of the ideas and activities coming forward and I encourage everyone to think about getting involved in ACE-WIN at a deeper level. Consider serving on a committee, being your institutional representative or even delivering a program at the conference. ACE-WIN will benefit from your involvement!

Dr. Paaige Turner, Dean of the College of Communication, Information, and Media

Why was is important to you to be a part of the reorganization of the Indiana chapter of ACE?

As discussed in the book "Half the Sky" by Kristof and WuDunn, until the world draws upon the resources and imagination of every member of our society we have no hope of building a nurturing, sustainable future. In higher education, we have a unique obligation and opportunity to model the value of women in defining our reality. Yet, we know that women face both internal and external messages that steal their ambition or opportunities. The reorganization of the American Council of Higher Education Women's Network of Indiana ensures a forum where women can develop or recognize already existing skills and knowledge so that they can raise their voices. Further, it provides a platform to elucidate the work women do in running our institutions, be it higher education or others, thereby challenge beliefs and practices that silence women from help all of us hold up the sky.



Dr. Paaige Turner

What is unique about ACE Women's Network of Indiana and why do you want to increase membership to the Network.

ACE Women's Network of Indiana provides the infrastructure so that women can connect with each other to discover the skills and knowledge they currently possess and develop new skills and knowledge to pursue their passion in higher education. This network of women spans every role and position one might find in the University. As we increase the institutions and individual members we are expanding the perspectives and skills available to each other. This strengthens individual members and the entire Indiana higher education system.

What excites you most about this year?

ACE Indiana's Women Network was reignited the year prior to COVID. Despite having only met in person once, our members continued to find virtual options to support both women and men in higher education through workshops, town halls and conferences. I look forward to seeing these individuals in person and celebrating our resilience at our annual conference in April 2023. Given what we accomplished together during a global pandemic, I cannot wait to see what our leadership team and members do to support the future of women in higher education leadership going forward!



CALL FOR VOLUNTEERS



Looking for an opportunity to become more involved with ACE Women's Network Indiana? We are currently seeking volunteers to serve on the following committees:

Conference and Program Planning

Assist with planning the Spring conference, sessions, speakers and logistics.

Contact: Esthela O'Neill honeill@ivytech.edu

Use subject line "ACE WIN Committee Interest"

Membership and Sponsorship

Assist with growing membership and seeking sponsorships for the ACE-WIN Spring conference.

Contact: Charlene Alexander calexander@bsu.edu

Use subject line "ACE WIN Committee Interest"

Communications

Assist with curating, crafting and editing content for web and newsletter

Contact: Kristin Champa kchampa@cts.edu

Use subject line "ACE WIN Committee Interest"

Fall Lunch and Learn Sessions

Join us this fall for Lunch and Learn sessions designed to help women in higher education sharpen their leadership skills



October 18, 12 – 1 pm

A Global Perspective to Leadership

Join us for this session led by Dr. Lamprini Pantazi. Dr. Pantazi is a Pomeroy Award-winning professor and a team-builder at Saint Mary-of-the-Woods College. Pantazi partners with the Terre Haute Chamber of Commerce each year to bring the Wabash Valley Leadership Institute to the SMWC campus. She became director of the Master of Leadership Development in 2018, and was appointed Dean of Business & Leadership in February 2021. She formed the Ph.D. Advisory Board to develop the Ph.D. in Global Leadership with a concentration in Organizational Behavior & Change. This is the first Ph.D. program in the history of SMWC. Her approach to program development is rooted in Virtus Cum Scientia (Virtue with Knowledge United) since "virtue" is a core value while leading positive change.

Register in advance for this session by clicking or scanning code
After registering, you will receive a confirmation email containing information about joining the meeting.



November 15, 12 – 1 pm

Topic: Preparing for your next leadership role

Are you interested in taking the next step to move your career forward? Not sure how to seek out leadership opportunities? Ready to move into the next level of leadership? Join us for conversation and a panel discussion with new and seasoned leaders who will share tactical approaches you can take to move toward the next level of leadership through formal and informal avenues, discuss the importance of mentors, and learn practical steps you can take to transition into new roles.



Register in advance for this session by clicking or scanning the code. After registering, you will receive a confirmation email containing information about joining the meeting.

MEET A MEMBER

JOIN US EACH MONTH AS WE HIGHLIGHT OUTSTANDING MEMBERS FROM OUR MEMBER INSTITUTIONS

Charlene Alexander serves as the Chief Strategy Officer at Ball State University

Q. What brought you to higher education?

I started my career in Higher Education as a faculty member in counseling psychology where I directed the School Counseling Program.

Q. What are some exiting things you are working on right now?

My primary responsibilities are to advance the strategic imperatives for the university. We recently completed a Strategic Planning retreat where we worked with units on campus to design measurable/impactful outcomes for our strategic imperatives. Additionally, I supervise the areas of Community Engagement, Inclusive Excellence and Institutional Research and Decision Support.

Q. What is the most fulfilling part of your work?

Working with President Mearns as he sets the vision and direction for the university is easily the most fulfilling part of my day to day experience. I especially appreciate his focus on student success and our partnership with Muncie Community Schools.

Q. What is the best leadership lesson you have learned?

First, remember that kindness goes a long way and never lose sight of the varied human experiences of those you meet. Secondly, focus on the work and everything else will fall into place.

Q. What do you do for enjoyment?

I dance!



Esthela O'Neill serves as Assistant Vice Chancellor for Enrollment Services & Student Success

Ivy Tech Community College, Bloomington

Q. What brought you to higher education?

My parents were first-generation college students, and I saw, experienced, and was a result of the difference that higher ed made in their lives. I knew that I wanted to be in a field where I could see and share the impact that education has on families and be able to encourage and cheer others to reach their goals. I knew higher ed would be the best field for me, and I specifically knew I wanted to be in the community college space with a focus on working with first-generation students. I've been at Ivy Tech for ten years because my values are deeply connected to the College's mission of empowering Hoosiers to achieve their goals through accessible and affordable education.



Esthela O'Neill

Q. What are some exciting things you are working on right now?

Locally, we are really excited to have our first Licensed Mental Health Counselor at the Ivy Tech Bloomington campus. Mental health has, and continues to be, an area of high need for our students (based on anecdotal stories and student surveys). Over the last few months, we have worked on hiring for this brand new position and are excited to see the impact this will have on our student body. I'm also excited to sit on several statewide committees that focus on improving the technologies and tools available for our students so that those technologies are not barriers to their success.

Q. What is the most fulfilling part of your work?

Graduation day is my favorite day because it allows us to celebrate each student's journey alongside their family, friends, and loved ones. Many of our students are the first ones in their families to earn any sort of credential, so it's always rewarding to see their hard work and dedication pay off in achieving this milestone. It's also rewarding to hear their stories about how higher education has impacted their lives after graduation, whether it's a better or new job, a better quality of life, and better opportunities for their family.

Q. What is the best leadership lesson you have learned?

I feel that I am constantly learning how to be a better leader! One of the best lessons I've learned is to focus on leading through a strengths-based approach that allows team members' talents, expertise, and abilities to shine. Strength-based leadership allows our teams to feel empowered, engaged, and connected to the organization and helps create stronger teams. I believe all leaders should strive for this because we are at our best when our teams do their best.

Q. What do you do for enjoyment?

I enjoy being outdoors (hiking, biking, running, etc.) and traveling with my husband and our dog, Charlie. I've also been enjoying reading for pleasure and learning to cook new recipes in our new home!

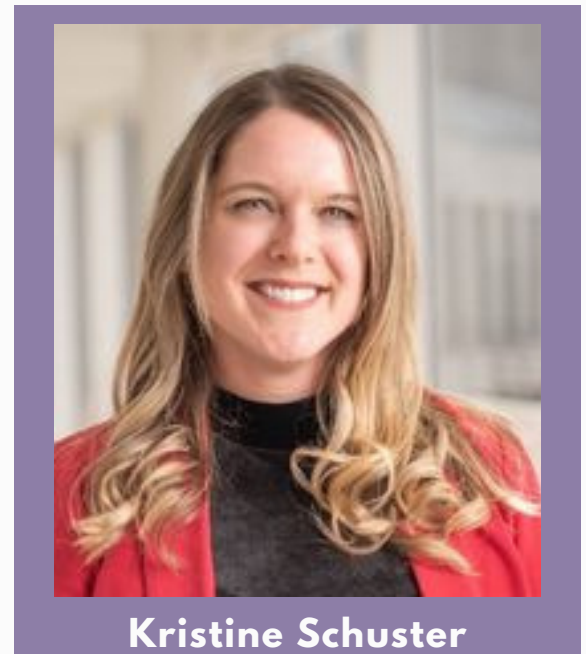
Kristine Schuster serves as Director, Career and Professional Development at IU Richard M. Fairbanks School of Public Health

Q. What brought you to higher education?

I tried a few things after graduating, all with a hope to help people in some way. At the time, a major employer was going through layoffs. I was well positioned to help people in need of work connect with those in need of new talent. I started to recognize I enjoyed that more than my actual work and began seeking roles higher education for career advising. I transitioned in 2014 to higher education.

Q. What are some exiting things you are working on right now?

I get a lot of freedom to figure out how I want to do my work and connect with others for special projects. About a year ago, a small group formed with a mix of career and international professionals. We focus on identifying the gaps in service and experience for our international students and seek opportunities to collaboratively close the gap. It has been really rewarding work and a great opportunity to serve students who have uprooted their lives to join us in Indianapolis.



Kristine Schuster

Q. What is the most fulfilling part of your work?

A core tenant of career advising is one-on-one advising. My favorite interactions are actually with the really stressed students. There are so many messages they receive regularly about what they should be doing or wanting with their lives and it can get overwhelming and jumbled, particularly if you add in a sense of imposter syndrome. There is no more affirming part of my work than watching that students shoulders drop as they release some of that built up tension while we talk. I love helping them see what great things they have to offer but also explore practical steps to explore and work towards them.

Q. What is the best leadership lesson you have learned?

No matter the hierarchy, everyone has something they can teach you. The best teams I have been part of have respected that we all have different talents and ways to approach an issue and allow people to shine where they naturally do. I have also worked on teams that stuck to strict hierarchy and did not let individual talents make the contributions they could. It is worth the time to get to know your people as people and foster an environment of collaboration. Not only do you typically get more done, you also tend to have more fun while doing it.

Q. What do you do for enjoyment?

I love games and puzzles and have a particular fondness for game nights. Fortunately, my family does, too! We have collected some pretty obscure games through visiting thrift stores over the years. I think it often adds to the fun when we get out a game with little idea how it will go. We have found some pretty great ones and other not-so-great ones.

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