



WOMEN'S NETWORK INDIANA

**FEBRUARY 2023**

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

*Save the Date*

ACE Women's Network of Indiana

Annual Spring Conference

Friday, April 28, 2023

NCAAA Hall of Champions and Conference Center

Indianapolis, IN

## Recent Events

On November 15th , 2022, ACE Women's Network of Indiana hosted a Lunch & Learn entitled: *Preparing For Your Next Leadership Role*. The event featured three speakers- Jennifer Katz, the Director of the Center for Career Advancement for the School of Business and Information Technology at Purdue University; Catherine Matthews, a senior consultant in Talent and Organization Development for Indiana University Human Resources; and Guilene Williams, the Director of Career Services at Purdue University Global. 75 people joined online to hear the speakers discuss strategic approaches and tactics to move your career to the next level. While career advancement was the primary focus of the conversation, the session also affirmed the importance of mentors, normalized and interrogated the reality of imposter syndrome, and the stressed the importance of supporting other women in reaching our own career goals. It was a passionate conversation that perfectly demonstrated the values and commitments of our ACE WIN group. Interested in viewing the conversation? Find a recording [here](#).

## DEI FOCUS

Teresa Sosa is director of equity education at the Office of Academic Affairs at IUPUI. She can be reached at [tsosa@iupui.edu](mailto:tsosa@iupui.edu)



**Teresa Sosa**

*ACE Women's Network of Indiana is excited to introduce DEI Focus, a column meant to support Diversity, Equity, and Inclusion (DEI) commitments as institutions attend to diversifying their faculty and staff in order to better serve all students. This column is meant to provide ACE WIN members with considerations of DEI and its importance to women in all areas of higher education. While this month's column addresses faculty searches specifically, the premise, challenges, and benefits described concern women in staff and administrative roles as well.*

Institutions often declare their commitment to *attracting* diverse faculty as institutions understand the importance of

of hiring, retaining, and promoting diverse faculty (Cross & Carman, 2021; Stout et al., 2018). However, research on increasing diversity indicates that many institutions are not moving in the direction of their exhorted ideals and goals (Matias et al., 2022).

This very first column focuses on how institutions must utilize strategies and initiatives in which a DEI lens is applied throughout the faculty search process in order to more effectively recruit diverse faculty. Specifically, opportunities for integrating a DEI lens include job descriptions, evaluating applicants' professional achievements, and questions that committee members pose. Let's consider the connection between position postings, assessment of candidate required materials, and interview questions posed. If DEI is centered on position descriptions, then *the* assessment of candidates' applications and responses to interview questions must be reflective of this lens. That means committees assess DEI in the kinds of experience candidates are asked to discuss:

*"Research on increasing diversity indicates that many institutions are not moving the direction of their exhorted ideals and goals."*

teaching, research, leadership, etc. There *are* no separate expectations in teaching, for example, from DEI, as true commitments are foundational to how teaching is viewed and enacted. Continuing with the teaching example, committees would not simply ask that candidates discuss courses taught; rather, they would ask that a candidate discuss their teaching practice in ways that indicate how they support diverse students through their pedagogical practices and perhaps through their syllabi content. In this way, a question that guides a faculty search is not: which courses *have* this candidate taught, but rather, how does this applicant indicate engagement with DEI through their teaching?

*"No institution stands out by espousing its commitment to DEI in its job postings."*

Such consistency in postings and processes for review of candidates indicates to candidates the institution's promise to diversity. It also indicates the committee members' willingness to learn to assess and deliberate in ways that attend to systemic inequities. Case in point, assessment of teaching, especially if candidates are asked to submit teaching evaluations, must be weighed with the explicit understanding of existing bias in student evaluations (e.g., women and individuals with accents are evaluated more poorly than white men, Chavez & Mitchel, 2020; Boring, 2017). Institutions can o

also indicate responsibility to DEI through the interview questions posed to candidates. As an example, search committees might ask candidates to discuss what diversity, equity, and inclusion mean to them and why such commitments are important, particularly as they relate to the position.

Presently, no institution stands out by espousing *its commitment* to DEI in its job postings. Most institutions have required language for this. What does make an institution unique is to stand behind *its* commitments to DEI through the refusal of considering applicants who do not address how their performance history and future plans promote and advance DEI. And just as important, what helps institutions stand out is their unwillingness to make excuses for why, yet another colleague has been chosen that brings no diverse perspectives and experiences.

# MEET A MEMBER

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Institutional Representatives (IRs) serve as advocates for the interests of women's leadership and development in higher education at their institutions. Meet some of our newest IRs!

## Kimberly Henthorn Head of Chemical Engineering, Rose-Hulman Institute of Technology



Kimberly Henthorn

### **Q. What brought you to higher education?**

I absolutely love the environment of higher education. There are always new people to meet and new challenges to tackle. The students also help to keep me feeling young.

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

We are overhauling our department's curriculum to reach students earlier in their freshman year. We are also quite excited for all the new connections we are making with our alumni and industrial partners to bring more real-world applications to our courses.

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

I love being the connection between our department and the rest of the Institute. Finding new ways for our department to fulfill the mission of the school, showing the rest of the Institute all the interesting things we are doing, and meeting new people all the time really make my job enjoyable.

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

I have learned not to take criticisms personally. Sometimes people are unhappy with the decisions coming out of your position, but it's not necessarily a reflection on you. Straddling the roles of faculty member and administrator can be really challenging at times, and I've learned to do what I feel is best for the department and Institute as a whole.

### **Q. What do you do for enjoyment?**

I love spending time with my husband, two daughters, and four cats. I am also a tap dancer and avid crocheter.

# Tricia Wall

## Executive Director of Strategic Outcomes

### Ivy Tech Community College

#### **Q. What brought you to higher education?**

I have always had a passion for learning and teaching. I came to teach Education classes to college students because I was excited at the prospect of helping and influencing future teachers, and therefore, many more students than I could as a teacher in a classroom. One year ago, after 12 years leading our Education department, I took on a leadership position with Ivy Tech Community College. Now I am able to help even more students with policy decisions and by removing roadblocks to their success.

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

Right now the most exciting project I am working on is helping Ivy Tech Community College role out the 4

Disciplines of Execution, a Franklin Covey approach to executing goals and strategies. By helping our campus to implement their proven practices for success, I am certain we will be able to improve retention and facilitate greater success by our students.

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

The most fulfilling part is being a connector of people, ideas, and resources in order to solve difficult problems or situations.

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

The best leadership lesson I have learned is the importance of developing a network of people who you can lean on, trust and turn to in order to gain insight, perspective and assistance. Learning to say, "I'm not sure, but I will find out" has been crucial to my leadership style. I do not need to have all the answers, but I have a wonderful network of people who help me find them.

#### **Q. What do you do for enjoyment?**

I have two teenage boys who are very involved in sports, therefore I spend much of my time following them around to high school and college football, basketball and baseball games. Watching them do what they love to do brings me such enjoyment!



Tricia Wall



# Dionne Jackson

## Vice President for Institutional Equity

### DePauw University



**Dionne Jackson**

#### **Q. What brought you to higher education?**

I began my career in higher education over 20 years ago when provided the opportunity to develop a new office at my alma mater, Hendrix College. What intrigued me about working in higher education was the opportunity to serve students at such a pivotal time in their lives.

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

I am excited about working with my team to roll out our strategic framework for belonging, engagement, and compliance at DePauw. I am also excited about the plans we have to better engage our many diversity, equity, and inclusion stakeholders in order to achieve DePauw's institutional equity goals outlined in our Bold and Gold 2027 strategic plan.

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

My career is so fulfilling due to the individuals I have the opportunity to positively impact each day. My work in equity allows me to consider methods for bridging access and opportunity while also working to promote belonging. Whether revising policy, implementing new initiatives, or securing funding to support our work, it is all done while keeping the students, staff, faculty, and alumni of our institution in mind.

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

The best leadership lesson I have learned is the importance of supporting and developing the people you are entrusted to lead.

#### **Q. What do you do for enjoyment?**

I enjoy traveling, reading mystery novels, and baking. We recently moved to Indiana, and we now have a home with a porch. I have discovered that I thoroughly enjoy watching the sun set while sitting on the porch, and our dog does, too.

## THE ROLE OF THE INSTITUTIONAL REPRESENTATIVE IS TO:

- Keep women and administrators in their institution informed of activities of the Network and to encourage their involvement
- Engage in awareness, and the development of local campus activities
- Act as advocates for women on their campuses
- Encourage the advancement of women in higher education locally and throughout the state.

[A complete list of ACE WIN IRs can be found here.](#)

### STAY CONNECTED

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**ACE Women's  
Indiana Network**

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