



MESSAGE FROM THE PRESIDENT:

Happy soon-to-be spring!

I hope this message finds you well and enjoying a great spring semester thus far.

In this installment of the HERS Quarterly Newsletter we'll explore the rich history of HERS with a feature on a HERS Institute alumna who participated in the Institute back when it was a month-long program. Additionally, we'll look at how executive presence has evolved over the years and what it looks like as a woman in today's workforce.

Here at HERS we are very proud of our history and are grateful to the women before us who began the fight for equity for women in higher education. In order to best preserve the story of HERS, we are currently conducting a series of interviews with the women who helped found the organization as well as lead and grow it over the years. As we approach our 50th anniversary in 2022, please stay tuned for unique stories describing where we were and how we got to where we are today.

Please enjoy the newsletter and feel free to let us know what you think. [Click here](#) to let us know what you'd like to see more of, less of, as well as what information is important and relevant to you.

Sincerely,

Verna

Verna Fitzsimmons, Ph.D.

President

UPCOMING EVENTS:

2019 HERS Institute in Denver, CO

June 17 - 29, 2019

2019 HERS Institute in Bryn Mawr, PA

July 8 - 20, 2019

Next Stages Next Steps in Chicago, IL

August 8 – 10, 2019

Registration will open soon!

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

Applications Due: April 1, 2019

HERS NETWORK SPOTLIGHT: DEBORAH DEZURE, PH.D.

As a HERS Institute alumna from the class of 1998 in Bryn Mawr, PA, **Deborah DeZure (Ph.D.)** has made incredible strides in her career. She currently sits as Assistant Provost for Faculty and Organizational Development Emerita at Michigan State University. As Deborah reflects on pivotal moments in her career, we were fortunate to hear about her HERS Institute experience and how it helped her move forward in her career within professional development and higher education.

What brought you to the HERS Institute? Did anyone encourage or support you to apply and attend?

In early 1998, Martha Tack, the Associate Provost for Academic Affairs at Eastern Michigan University, encouraged me to attend the HERS Summer Institute, offering to nominate me and cover all expenses. Dr. Tack's own research focused on the need to encourage women to pursue leadership roles, so her actions reflected her evidence-based belief in the value of actively supporting women in higher education through training and development. At the time, I was director of the university's teaching center, a mid-level management position reporting to the Office of the Provost. Her support was tremendously validating, enabling me to see myself as a leader in a way I had not seen myself before. Thus, even before I arrived at HERS, the power of participation had already begun to redefine and empower me.

What value did the HERS Institute bring to you in your career?

The HERS Summer Institute was a transformative and empowering experience for which I am forever grateful. This was not only my first exposure to leadership development, but also my first opportunity to participate in an all-women learning environment. That in itself was revelatory, enabling me to experience the

power of all-women experiences to promote reflection, share experiences, challenges and solutions – many of which were gendered; and develop nurturing collegial relationships.

What was the curriculum like at the 1998 HERS Institute in Bryn Mawr? The curriculum was well designed and delivered and tailored to the needs of women leaders. The curriculum, at that time, focused on academic affairs, the broader higher education context and external relations, budget, and individualized professional planning with a coach, each lasting a week. These were complemented by numerous formal and informal opportunities for socialization among the women participants who themselves represented outstanding and diverse models of leadership and collegiality. The curriculum and its design left a lasting impact on me as I increasingly took on roles that integrated leadership development for current and future leaders and administrators. Each element was indeed critical to understanding higher education and to serving as a change agent and leader.

LEARNING MOMENT:

Executive presence is a theme that has carried on through the HERS Institute since its inauguration in 1976. It is a term often used in the corporate setting but it is an important facet of leadership development for women in higher education, as well. So, what exactly is executive presence? Executive presence is "an amalgam of qualities that true leaders exude, a presence that telegraphs you're in charge or deserve to be." Interested in getting even smarter on this topic and want to learn more? Sylvia Ann Hewlett's book, ***Executive Presence: The Missing Link Between Merit and Success*** is a great place to start. She explains what true executive presence looks like, how to articulate the qualities that leaders should exude, and provides insights, analysis and advice for navigating executive presence in the workplace. Here at HERS, this is one of our favorite books and is often referred to in our curriculum at the HERS Institute. We highly recommend this book to you, your colleagues and friends, and hope you will find it helpful in your own leadership in higher ed! [Click here](#) to learn more about Hewlett's book and if you are interested, place an order!

REMINDERS:

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3/20/2019

HERS

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