UT System
Leadership Initiative Update
for the
Faculty Advisory Council

19 January 2017
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Agenda

• Update attendees on the Women Senior Leader Network.
• Update attendees on shared governance and leadership program visits.
• Answer questions, hear concerns and comments.
Update (1 of 2)

• Advancement and achievement for women is primarily a leadership issue that senior leaders across the System can address and solve. However, until we have the organizational climate and cultural conditions for that to happen consistently, focused and directed efforts must be made.

• System leadership is committed to operationalize women’s advancement across the UT System. Initial approach will be the specific activities undertaken in two of the nine Quantum Leaps, Fairness and Opportunity and the American Leadership Program Leap. (Example: this Workshop in now annual budgeted item of the American Leadership Program).

• Additionally, the Chancellor acted on the recommendations of the Women Senior Leader Network The White Paper of 2015:
  – Of the five primary/immediate actions recommended in the White Paper, four were approved for immediate action and one was approved in concept but modified for execution due to fiscal constraints.
White Paper Recommendation and System Response

Side x Side

**White Paper Immediate Actions**

1. Establish a virtual institute via an Office of the Chancellor’s Institute for Advancing Women with a nationally sourced Executive Director and minimal staff.

2. Establish on-campus representatives at each institution as “Women’s Advancement Champions.”

3. Appoint a nationally recognized Advisory Council.

4. Sustain an annual sponsorship workshop and training camp.

5. Identify community-based partnerships for financial support of the institute.

**System Response and Recommendation**

1. **Modified** due to current fiscal reality: Chancellor establishes and formalizes the network as a precursor to establishing an institute. Network renamed: “Chancellor’s Network for Women’s Leadership.” Ensure membership is inclusive of all institutions. Pending improved budget conditions, hire a Director to operationalize the network and lead foundational work for an institute.

2. **Approved.** Modify name to “Women’s Leadership Champion.”

3. **Approved.** Will also add a Regent to the body.

4. **Approved.**

5. **Approved.**
Update (2 of 2)

• The “UT System Women Senior Leader Network” will be recast as the “UT System Chancellor's Network for Women’s Leadership.”
  – Purpose: create a Chancellor-sponsored System level capability/entity to nurture, support, and sustain System efforts to create an enduring climate that is positive for women and enables equal achievement for women professionals.

• Next steps:
  – NLT end of January: Women Senior Leader Network – approved concept paper sent to Presidents to socialize the idea and green-light actions at institutions.
  – February – April: on-site membership for the Chancellor’s Network for Women’s Leadership assembles and organizes. Two Women’s Leadership Co-Champions, one faculty and one administrative/staff leader, will be selected or elected. Co-Champions will form Executive Committee of the Network.
  – NLT end of 2nd QTR ‘17 convene first meeting of the UT System Chancellor’s Network for Women’s Leadership.
UT System Chancellor’s Network for Women’s Leadership Executive Committee

Meet Quarterly as a group.

Associate Vice Chancellor Leadership Development And Veterans Affairs

Advisory and Issue/Task Oriented Role

UT System Chancellor’s Network for Women’s Leadership Executive Committee

Chancellor And Deputy Chancellor

Chancellor’s Network for Women’s Leadership (Institution Node x14; System Administration Node x1)

Advisory and Issue/Task Oriented Role

President

x14

x15

• Membership: Any female or male faculty member or admin professional in a leadership position.
• Institution membership determines size, frequency of meeting, terms of membership of the group.
• This group elects/selects two Women’s Leadership Co-Champions, one faculty member and one admin professional.
• Co-Champions are the co-chairs of the institution node as well as the entity’s representatives on the Network Executive Committee.
Other Items

• Shared Governance.
• Leadership curriculum and program inventory visits.
• “Appetite” for executive courses.