



STATE OF UTAH

GARY R. HERBERT
GOVERNOR

OFFICE OF THE GOVERNOR
SALT LAKE CITY, UTAH
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SPENCER J. COX
LIEUTENANT GOVERNOR

July 5, 2017

Dear Higher Education and Policy Leaders,

As you are aware, there is a growing recognition in Utah, and nationwide, of the need to elevate leadership opportunities for women in higher education. As governor, my goal is to have the top performing education system in the nation, and much of that work falls to our institutions of higher education. As we strive to improve this system we must continue to promote opportunities for both men and women in higher education leadership roles.

Time and again, research demonstrates how integrating women into leadership positions results in positive gains for organizations, including enhanced fiscal strength, improved risk management, and increased retention, particularly with regards to business. What is true in business may equally translate into higher education goals of improving hiring, promotion, tenure, recruitment, and leadership development strategies.

The recent *Moving the Needle Initiative* sponsored by the American Council on Education (ACE) Women's Network aims to bridge gender-based leadership gaps through engaging education as well as community leaders in this dialogue and call to action. The goals of *Moving the Needle* are consistent with a Utah initiative that has received national recognition and for which I am an advocate: *The ElevateHER Challenge*.

I invite public and private university presidents and trustees, to learn more about both of these initiatives and find ways to provide opportunities to address women in leadership roles, particularly in higher education.

Thank you for joining me in this important effort!

Sincerely,

Gary R. Herbert
Governor