



AMERICAN ASSOCIATION OF WOMEN IN COMMUNITY AND JUNIOR COLLEGES

A COUNCIL OF THE AMERICAN ASSOCIATION OF
COMMUNITY AND JUNIOR COLLEGES

Fall 1990 Oregon Newsletter

WELCOME TO THE CONFERENCE!

I was recently reminded that an important way to extend support to our profession and colleagues is to "hold up our role models." Our conference program includes presentations by many women who serve as outstanding role models for all of us. Oregon has elected an exceptionally successful legislator and public servant as our next governor — she happens to be a woman. Oregon also has women presidents at the university and community college level. The State Superintendent of Public Instruction for Oregon is a woman who was instrumental in the appointment of another woman as the new Director of Vocational Education for Oregon schools and community colleges.

"female leadership styles include the willingness of women to welcome differences as a way of expanding relationships, viewing negotiation as a constant element....."

Research has shown that our role models have a dramatic impact on what we accomplish in our lives. Education can provide the forum for change. If that is the case, many Oregon women will be inspired because of the influence of these role models. Our female community college students will be inspired because they will see women leaders in the educational system.

When your Oregon Board of Directors chose the theme "Redefining Leadership: Creating the Future" for our fourth annual AAWCJC Oregon conference, we wanted to provide further testimony that women have an important role to fulfill in meeting the leadership challenges of the 90's. Equally important, we wanted to support the national AAWCJC theme "Diversity in Leadership" to promote diversity on all of our campuses. We did not realize that the turn of events in the second half of 1990 would favor us so well.

During a recent national leadership colloquium, I had the chance to hear several community college role models discuss their personal perspectives about leadership: what leadership is, how they acquired the characteristics of leadership, and what to do with the leadership role when you have it. As I reflected about the conference on my return, one presenter stood out in my mind. This presenter discussed challenges for leaders in the 1990's by sharing concepts from the new book, *The Feminine Advantage*, by Sally Helgesen. In this just-released book, Helgesen points to examples of the trend towards women in leadership roles at all levels. Helgesen describes female leadership styles to include the willingness of women to welcome differences as a way of expanding relationships, viewing negotiation as a constant element in relationships, and the practice of inclusion and closeness in relationships to communicate with and involve more people in the workplace. I believe that these concepts validate what women already feel. As you listen to the presentations this year, we hope you will enjoy and take home reflections about one more woman you can "hold up" to inspire you in the year ahead.

Sincerely,
Jacky M. Hagan, President
Oregon AAWCJC

MOUNT HOOD COMMUNITY COLLEGE

Sandra Williams, an instructor in Mount Hood Community College's Language and Literature division, recently received the Stewart H. Holbrook Award for significant contributions to the advancement of Oregon's literary life.

Dr. Karen Karelius has been hired as director of advising and counseling. She had been employed since 1982 at Marylhurst College, the last five years as dean of student services.

Kathryn Terrill, language and literature instructor, was chosen to attend a summer institute on teaching students about the Vietnam war, a subject not currently taught at most Oregon public schools. The institute was funded by the National Endowment for the Humanities and sponsored by George Mason University in Virginia.

Dr. Eleanor Brown is the new dean of student development and services. Dr Brown comes from Galveston College in Texas where she was vice president of student services. She has had 18 years of experience in student services.

The MHCC Steps to Success program received the American Association of Women in Community and Junior College's 1990 Program of Honor award.

Christine Hencinski recently completed her master's degree in Early Intervention/Special Education and was hired as occupational therapy assistant instructor and program coordinator at the college.

In addition to teaching halftime at MHCC and halftime in a home health care agency, **Susan Byers** has completed her bachelor's degree at Evergreen State College this summer. Byers attended night classes over the past several years in order to complete her degree in liberal arts with a specialty in gerontology. She is planning to complete a certificate program in gerontology at Portland State University.

Both Hencinski and Byers were among four faculty selected nationally from 45 applicants for the American Occupational Therapy Association national training program on the use of COTA's in group treatment programs.

Anna May Tichy recently co-authored an article titled "Estimating Physical Working Capacity and Training Changes in the Elderly at the Fatigue Threshold (PWCFT)" which was published in Ergonomics, 1989.

Sandra Williams has been selected by the Washington State Arts Commission and the Oregon Arts Commission as a program coordinator for the Across The River, a joint rural reading series. The Mt. Hood English instructor is a major force in attracting top authors. As organizer of the Mountain Writers Series, she attracted audiences of up to 190 to her periodic Friday noon readings on the campus.

Three employees at Mount Hood Community College who have exhibited excellence and dedication in their work were recently named the college's Outstanding Support Staff Award winners for 1990: **Leona Chatfield**, MHCC switchboard operator; **Mary Ann Gray**, executive assistant to the president; and **Donna Sjolund**, coordinator for instructional services.

Jan O'Dell recently became the new public information specialist at Mount Hood Community college.

The highest honor bestowed by MHCC for excellence in instruction was presented to **Evelyn Hobbs** at the June commencement. She has served as instructor/coordinator in the Dental Hygiene program since 1986. Described by her colleagues as an "outstanding professional", Evelyn has provided leadership and direction for the restructuring of the dental hygiene curriculum and has led the way for computerization of the dental clinic. Her excellent communication skills and enthusiastic dedication to her field make Evelyn a fine role model for students and dental hygiene professionals.

MOUNT HOOD COMMUNITY COLLEGE
(continued)

Linda Neumann received a scholarship at the Soroptomist International of Gresham annual awards luncheon. Neumann, who received the \$700 Training Award Program scholarship, runs the computer lab at MHCC, goes to George Fox College full time and takes MHCC classes part time as she completes her bachelor's degree in Human Resources Management.

SABBATICAL REPORT

"It's important for beginning writers that the teacher intervenes at all stages of the composition."

This is the premise of a new writing class that Kathryn Terrill developed as a result of her sabbatical last fall term. An instructor in MHCC's literature and composition division, Terrill's research led her to the conclusion that most beginning writers don't receive the practice and guidance they need, and that too much attention is given to formal grammar instruction, which has been shown to improve students' writing very little. The instructor offers guidance at all stages of the composition and students read aloud from their notebooks in class. "We stress writing for an audience. Everyone in the class, including the instructor, reads what they've written and each student can make observations about the writing of others. Feedback is very important," says Terrill.

LINN BENTON COMMUNITY COLLEGE

Jackie Schweitzer was recently promoted to a position as Resource Specialist for the LBCC JOBS program.

UMPQUA COMMUNITY COLLEGE

UCC Jacky Hagan, Vice President for Student Services and **Dr. Eleanor Brown**, Dean of Student Development at Mt. Hood participated in the National Council on Student Development Leadership Colloquium held on Hilton Head Island, South Carolina. Participation is competitive and limited to 40 people nationally.

PORTLAND COMMUNITY COLLEGE

Vera Katz, Director of Development and speaker of the Oregon House of Representatives, was the subject of an article in the Sept. 1990 issue of "Governing", a publication of the Congressional Quarterly which goes to people in government at the state and local levels. The article gives an overview of Vera's legislative career.

Pamela Transue, Executive Dean of the Open Campus was the subject of the cover story for the Oct. "Portland Downtowner". The article, titled "Former Dropout, Now A Dean", tells of Pamela's struggles and road to success and was written and photographed by PCC's **Susan Hereford**.

Rock Creek Campus B-Fit (Building Trades Program for Women) learned that it was one of 16 programs nationwide to receive the LIFT (Labor Investing for Tomorrow) award from Secretary of Labor **Elizabeth Dole**. Oregon Commissioner of Labor **Mary Wendy Roberts**, Rock Creek Executive Dean, **Betty Duvall**, Associate Dean **Marjorie Carson**, and Program Director **Gail Smith** were present for the press conference announcing the award on Sept. 28.

Karen McKinney, Chair of the PCC Board of Directors, will serve a three year term on the National Board of the Fund for the Improvement of Postsecondary Education.

Bernadine Gilpin, counselor at the Sylvania Campus, has been nominated for an award as Outstanding Freshman Advocate given by the Freshman Experience Program at the University of South Carolina. This fall "The Administrator" newsletter featured a section from her book, "Teaching College Success to Older Students."

A reception was held for the Cascade Campus literary arts magazine, the "Pointed Circle" in October at the Ladd's Addition Bookstore. **Diane Averill**, English instructor and other contributors read selections of their work.

Karen Waide, Instructor, Dental Assistant Program has been appointed as a consultant to the Commission on Dental Accreditation of the ADA.

LANE COMMUNITY COLLEGE

Jessica Overturf of Customized Training, LCC, spoke on "Trends for Training in the Workplace" at a Missouri state conference on job training in Jefferson City, Missouri. She described LCC's Customized Training and Training and Development programs as examples of how community colleges can work with communities to train people for jobs.

Julie Aspinwall-Lamberts, director of Research, Planning and Evaluation, has been elected to a two-year term on the executive committee of the Pacific Northwest Association for Institutional Research and Planning (PNAIRP). The group has members from two and four - year private and public colleges and universities.

Judy Dresser, assistant to the Vice President for Instruction, assumes the presidency of Hastings campus of Central Community College in Nebraska on January 7. Dr. Dresser has been at LCC since 1976, serving first as Home Economics department chair, then as associate dean of instruction, then as both Home Ec. and Health & Physical Education Department chair, and becoming assistant to the vice-president in 1988.

Jean Geiger was recently hired as a full-time contracted faculty person in the Business Department. Her main concentration is in the office administration area. Jean comes from Pewaukee, Wisconsin. She has an M.S. in education from the University of Wisconsin and a B.S. in business education from the University of Wisconsin. From January 1986 until coming to LCC, she was associate dean of office systems at Waukesha County Technical College at Pewaukee, Wisconsin.

Going beyond the call of duty in promoting LCC and providing quality service to students has earned citations for three women. **Sharon Mastin**, secretary at the Downtown Business Education Center, was honored for

exemplary service to Center customers. **Gayle Chisholm**, marketing director for KLCC, was praised for the quality of her work and extra service as a volunteer in promoting the station. **Susan Sutton**, publications specialist, was honored for her work in improving college publications and for getting the catalog out six weeks earlier than in past years.

Instructors **Maxine Frauman** of ESL and **Sharon Sandgathe** of Study Skills presented Cooperative Learning Strategies: From Simple to Complex at a recent Teachers of English to Speakers of Other Languages (TESOL) conference in Portland.

Jane Scheidecker is the new director of the Small Business Development Center, effective October 1. She comes from the University of Oregon where she has been associate dean for development since 1986. She has owned and operated a bakery, restaurant, and tour company. From 1974-1980, she taught foreign languages at LCC.

Joyce E. Garibay is the new coordinator of the Medical Office Assisting program in Health Occupations. She succeeds Norma Stevens, who retired. Garibay will be CWE coordinator for MOA and will teach medical terminology and medical law and ethics. She comes from the Lane Individual Practice Association where she has been executive secretary and administrator for the past two years. She was formerly a placement coordinator for the Lane County Medical Society for seven years and co-owner of Garibay Heating. She has a bachelor's degree in sociology from University of Oregon.

Patti Basconcillo, chair of the Training and Development Department was a presenter at a forum entitled Striving for Unity: Economic Transition Programs for Workers and Communities in the Timber Crisis. The forum, held Dec.1 at LCC, was sponsored by the League of Innovation, LCC, and various labor, environmental, timber industry and educational interests.

CLACKAMAS COMMUNITY COLLEGE

Dian Corbett was appointed acting dean of students in October. She is the first female dean in CCC's 24-year history. She has been an instructor, department chair, director, and assistant dean during her 10 years at CCC.

Gayle O'Toole is coordinating CCC's Focus on Women program this year. Last June, she completed her master's degree in organization systems renewal through Antioch's Seattle-based program.

Karen Stone, director of employee and management development, **Carolyn Knutson**, department chair of Family and Human Services, and **Moana Wegesand**, microfilm specialist in the Registrars Office each received 1990 Success Makers awards in September for their contribution to the college and student success.

After ten years in various classified positions in the college, **Teresa Tuffli** was selected for a faculty position in the Employee and Management Development Department. She is a project coordinator marketing college training services to business and industry.

Classified staff who have moved to new positions in the exempt category (which includes administrators and supervisors) are: **Kim Faddis**, administrative assistant to the dean of instruction, **Sue Manzella**, assistant to the registrar, **Gayle Miller**, information center coordinator, and **Lisa Wilcox**, public information office supervisor.

Marilyn Killinger has been hired as a full-time faculty member in the Employee and Management Development Department. She has been working part-time for the last three years marketing training to business and industry.

Nancy Baker, former publications coordinator on the classified staff, was selected as an instructor for the Alternative Schools Dept. and is now on faculty.

Pat Fontaine, information specialist in Counseling and former classified association president, is on a leave of absence to learn negotiating and bargaining as part of an NEA internship.

Carol Peterson was promoted from director of P.E. and Athletics to assistant dean of instruction for P.E., Athletics, and Horticulture.

Cindi Andrews is president of the Faculty Senate for 1990-1991.

Melissa Banks is president of the Classified Staff Association.

Counselor **Donna Ford** just completed a year as president of the Oregon Counseling Association.

Lynne Maloney and **Connie McFarland** have been hired on as instructors in the Life and Career Options program (formerly the Displaced Homemakers Program).

Jeanne Whitbeck, counselor and instructor in the Small Business Development Center was selected Oregon's Women Entrepreneur Advocate of the Year.

1990-1991 AAWCJC BOARD MEMBERS

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MORE WOMEN ADMINISTRATORS IN COMMUNITY COLLEGES

by Michael Holland, Commissioner
Office of Community Colleges

Ten years ago, one Oregon community college employed a woman as its chief instructional officer. Although my memory may be faulty, I don't believe any other woman, at that time, held an appointment as president, vice president, dean, or chief business officer at any of the other colleges.

Dr. Doreen Dailey's recent appointment as President of Clatsop Community College sent me scrambling to the most recent college directory. The appointment made me curious about the current status of women administrators within the community colleges. A quick review of the directory revealed that women have made substantial progress over the last ten years in securing top level administrative appointments. At the same time, it is abundantly clear that there is still room for plenty of improvement.

Starting from the baseline of one administrator ten years ago, substantial progress can be found in the fact that four women now serve as chief instructional officers. Likewise, four women now serve various colleges as lead student personnel administrators.

Two of the five executive deans at Portland Community College are women, and they are joined by another that serves PCC as one of the three institutional vice presidents. At Chemeketa, instructional programs are supervised by two deans, one of whom is a woman. At Tillamook Bay Community College Service District, a woman serves as the chief business officer.

At the state level, the executive director of the Oregon Community College Association is a woman as is the deputy commissioner of the Office of Community College Services. The OCCS also employs a woman as the director of statewide instructional services.

All of the above is good news. How far we have to come, however, is revealed by a single set of numbers: 78 positions exist in Oregon community colleges at the dean's level (or higher); 14 are held by women. To be sure, substantial progress from one employee baseline, but still below anyone's sense of parity.

As the set of public institutions most clearly connected to the empowerment of women, the community colleges need to more fully reflect the promise of their programs in their employment practices. This can be accomplished by steps that are really quite simple:

- The recruitment of women (and minorities) has to be an institutional priority.
- The board and the president must, without equivocation, indicate that the college is serious about diversity.
- The effective practices of other institutions should be studied and, when appropriate, adopted. Institutions with sufficient commitment to diversity will not suffer from a lack of good models.
- The culture of the institution must cherish diversity in both public and private arrangements. Small things like who chairs committees and who makes public reports reveal a great deal about an institution's investment in diversity and leadership development.
- The college must be willing to be introspective and ask itself the hard questions that might reveal why diversity has not been realized.

Oregon's community colleges serve more women than men -- not a single college enrolls more males than females. Over the next ten years, the fastest growing segment of Oregon's workforce will be women with children under six years of age. Many of these women will be entering the workforce directly from a community college training program. Over half of America's children are raised in homes that have a female head of household. Women are no longer marginal players on the borders of America's workforce. We know that because that is what we tell our many publics. It is time we read our own press releases.

(Reprinted from Oregon Community Colleges Newsletter)

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**We welcome your articles, news
commentary, and letters. The
newsletter is published twice
yearly in the spring and fall.
Please mail contributions or
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JOIN AAWCJC NOW!

**CONTACT THE AAWCJC REPRESENTATIVE ON YOUR
CAMPUS FOR ADDITIONAL INFORMATION.**

Lane Community College had over fifty staff members who participated in the "Women's Paths to Power" teleconference October 5. Sponsored by AAWCJC, the teleconference provided women an opportunity to examine the various facets of power with Dr. Natasha Josefowitz, author of Women's Paths to Power. According to Dr. Josefowitz, "power is achieved through self awareness, through the understanding of others, and through the knowledge of organizations."

For me, power is living up to my capabilities to be all that I can be in order to have in my life what I want to have – be it possessions, people, or a spiritual relationship with a higher power. I am empowered through my ability to make choices, which include setting goals and designing an action plan to achieve those goals. I must first ask myself, "What kind of life do I really want to have? What do I value?" Through the power of choice, I can respond to opportunities that may come my way in light of the goals I've established. Balance is an important vehicle to help me make choices. How will the choice affect my career, my family, my overall goals? Each opportunity encountered must be carefully considered.

A second choice involves determining what level of power I want. What skills do I need to achieve that level? How can I prepare to meet that goal? Do I need to take a class, read or do research, join an organization to make contacts or advance my skills in a particular area?

My third choice involves my community. I can gain power through a global perspective of the organization and my expansion of my knowledge of the world of work. For example, joining campus committees helps to expand this knowledge. I have found a peer at work with whom to share and to set goals as well as plans of actions to achieve those goals. We share successes and encouragement as we each work on our plans for personal empowerment.

At Lane Community College, women are gaining power through a new campus chapter of AAWCJC which crosses all lines of employment. Classified employees are taking strong leadership roles in this new chapter. Another empowering group at Lane's campus is the Instructional Support Staff Association or ISSA. In this group, support staff have an opportunity to participate in shared governance over areas affecting their roles.

Each of us creates our own definition of personal and professional empowerment. But regardless of the position of power from which we start, as Josefowitz says, "Together we make an endless chain of powerful, empowering women."

Julie Baker
Lane Community College
Founding Treasurer of Oregon's AAWCJC

NEEDED: A FEW GOOD WOMEN

Exciting opportunities await you as a board member of the Oregon AAWCJC! In January, three board positions will open: Vice-President, Professional Development, Vice-President, Special Projects and Vice-President, Communications. Each term of office is two years in length. The board meets several times a year during the work week to plan and organize the conference and work on issues that are important to the Oregon chapter. This is a group of people who like to get things done and have fun along the way. The jobs are described below but there's plenty of room to do it YOUR way. If you would like to run for one of these offices or want to nominate someone else (don't forget to ask their permission!) complete the nomination form below. DEADLINE IS JANUARY 1.

JOB DESCRIPTIONS

VICE-PRESIDENT, PROFESSIONAL DEVELOPMENT: This person is responsible for planning the annual conference. Generally, the entire board serves as the conference planning committee and major decisions are made by consensus. Good experience in putting together a wonderful event. (And, you can delegate!)

VICE-PRESIDENT, SPECIAL PROJECTS: This is a wide-open position that can be developed any way you choose. If you have an idea for a research project or a special program, here's a way to get going.

VICE-PRESIDENT, COMMUNICATIONS: The major responsibility of this position is to publish the newsletter. It's currently being published twice a year. Additional responsibilities are the dissemination of board meeting minutes and information on programs for women.

NOMINATION FORM

I NOMINATE _____ FROM (Name of the institution) _____

FOR THE POSITION OF _____

SEND NOMINATION FORMS TO:
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(Deadline: January 1, 1991)