

Fall 1992 Newsletter

American Association of Women in Community Colleges - Oregon Chapter

**Annual Oregon AAWCC Fall Conference
December 3 and 4 at the Marriott Hotel
in downtown Portland
REGISTER NOW!
See centerfold for details.**

CHALLENGING ASSUMPTIONS, TIPS FOR FAILURE, A STUDENT'S SUCCESS, MENTORING — ARE KEYNOTE TOPICS FOR FALL CONFERENCE

Stimulating topics will be the hallmark of this year's keynote speakers at the Annual Oregon AAWCC Fall Conference. The conference will be held December 3rd and 4th at the Marriott Hotel in downtown Portland. Although the keynote speakers come from a variety of backgrounds and geographic areas and occupy different career positions, their topics all relate to the overall theme of the conference "Choosing Growth: Women in Community College."

Dr. DOREEN DAILEY, President Of Clatsop Community College, "Out Of Our Old Ways."

Dr. Dailey will address us at the beginning of the conference on Thursday morning, December 3.

She will challenge women in community colleges to leave behind assumptions, assumptions about the systems in which we work and about our professional roles, which limit the range of possibilities available to us. Doreen will draw on a rich array of examples from her personal experience as well as that of her colleagues to illustrate the potential of community college women in the 90's.

Dr. Dailey has worked in higher education for 18 years, the past 15 in community colleges in Alaska and Oregon. She holds a Bachelor's degree in Psychology and Sociology from the University of Hawaii and both a Masters degree and a Doctorate in Clinical Psychology from

the University of Wyoming.

Dr. Dailey assumed her duties as President of Clatsop Community College on July 1, 1990. Since that time she has been actively involved at the local and state levels with education reform, workforce development, and rural economic development issues.

Dr. Dailey is a member of Oregon's Health, Housing, Education, and Cultural Facilities Authority; the State's 21st Century Schools Advisory Committee; a commissioner On The Western Interstate Commission for Higher Education (WICHE); and a steering committee member for the North Coast Regional Workforce Quality Committee. Dr. Dailey played a leadership role in the

(See "Conference" on pg. 3)

Conference, Cont. from pg. 1

development of a consortium of seven rural school districts and the community college. The North Coast Consortium is currently one of six education reform pilot sites in the State of Oregon.

DR. MARIJANE PAULSEN,
*President of Pike's Peak Community College
in Colorado, "How Not To Succeed!"*

Dr. Paulsen will address the conference attendees at lunch on Thursday, December 3, and will give us some humorous advice about 10 sure-fire ways to fail. Dr. Paulsen has been president of Pike's Peak Community College since 1989 and counts among her major accomplishments the establishment of a corporate training facility for business and industry, the promotion of international education through leadership in foreign exchanges and visits, and the acquisition of an Instructional Television Fixed Service (ITFS) license from the FCC. Before becoming president of PPCC, Dr. Paulsen was Vice—President/Dean of Instructional Services at Gavilan College in Gilroy, California.

Among her other accomplishments, Dr. Paulsen has co-authored two texts on the computer language LOGO. She is also a member of a variety of professional organizations, such as the American Association of University Women, the Pike's Peak United Way Board of Trustees, and the Board the

Service members Opportunity Colleges. Dr. Paulsen received a Bachelor of Science degree in Zoology from Arizona State University, a Master of Science degree in Biology from Whitier College, and a Ph.D. in Higher and Post Secondary education from the University of Southern California.

DONNA BEEGLE, *former community college student, "You've Made A Difference In My Life."*

Donna will address the conference participants and the community college presidents at dinner on Thursday, December 3. Donna, who is currently enrolled in a doctoral program at Portland State University in Educational Leadership, will explain how important the support of a community college was in her progress from dropping out of school in the ninth grade to her participation in the doctoral program.

Donna is a single mother with two children. She received her GED and her Associate Degree from Mt. Hood Community College and gives a lot of the credit to Mt. Hood's "Women in Transition" program for "getting my head in a positive direction." Since her attendance at Mt. Hood, she has received her Bachelor's degree from the University of Portland in Communications and graduated with honors from the Masters program at University of Portland in Communication.

Currently, Donna is a graduate teaching assistant at PSU in the Speech and Communication

department and an instructor in Communications at Portland Community College. She also instructs in the Career and Life Skills program at Portland Community College in order to "give back some of what I have learned."

DR. ALICE JACOBSON,
Executive Dean, Portland Community College, Sylvania, "Women Helping Women Through Mentoring."

Dr. Jacobson will speak to us on Friday morning, December 4th. She will be sharing the podium with a few of the women she has mentored in order to explain the importance of helping others realize their potential. Dr. Jacobson has been the Executive Dean at the Sylvania campus of PCC for one and a half years. Before that, she was Vice President for Planning and Development at Portland Community College for three years. Before coming to Portland Community College, Dr. Jacobson was Vice President in charge of "83 things" at the College of Charleston, a four-year institution in Charleston, South Carolina.

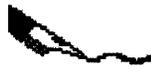
Dr. Jacobson holds an AB degree in English from the Western College for Women in Oxford, Ohio. She also holds a Masters degree in Adult Education from Columbia University as well as doctorate in Higher Education Administration from that same institution.

Part of the magic of mentoring, according to Dr. Jacobson,

(Cont. on pg. 6)

PRESIDENT'S CORNER

by Diane Mulligan



Lately I've been suffering the "Election Year" blues. As I write this column, it's mid-October and I have grown ever so weary in my wait for November 3. I watch the morning news as I ride my exercise bike. In the evening, home from work, I read the paper. Sometimes I'm mad, but mostly I'm sad. Perhaps most distressing, I almost stopped dreaming.

I'd been experiencing the anguish and the breaking heart of 1992. This happened when I thought about what a disappointment the political process has become. Candidates refused to distinguish themselves with honesty or a sense of responsibility to the people they serve. Few candidates bring forth the real issues or answer any of the tough questions. Any why should they? The American people are so afraid to face the truth, they are most likely to vote for the candidate who promises to keep the truth from them the longest.

This explains the anguish, but the breaking heart comes from what is happening in Oregon. I used to be so proud to be an Oregonian. It wasn't just the peace and beauty of the place; it was the people. I guess I would have described the place as safe and clean and the people as clear-headed, practical, friendly and warm with just a little streak of independence. But it seems Oregon, like the nation at large, has invested too little in its people. Loss of opportunity, lack of education, the disappearance of leaders with the courage to help others understand change, has left us with a state where people are fearing what they do not understand and hating what is different. And, there are people out there feeding our fears and igniting our hate. It is too easy to hate.

It must have been luck or fate then that drew me to the Tracy Chapman concert. "No on 9" buttons adorned the mostly white, mostly female audience where this talented young African-American woman sang of injustices and inequities of every kind. She paused a moment to talk to us. She asked us to take the election seriously and to vote with a conscience. Then she made a request which surprised me—she bade us to *never stop dreaming* and imagining what a better world would look like. She added that she strategically positioned this song "Dreaming of a World" at just that point in her set to get the importance of this message across.

This song has helped me. When my heart becomes heavy I listen. Throughout the day I try to keep these words, these affirmations, running through my head.

DREAMING OF A WORLD by Tracy Chapman

I KNOW I MAY BE WISHING ON A WORLD
THAT MAY NEVER BE
BUT I'LL KEEP ON WISHING
NO MATTER HOW HOPELESS
OR FOOLISH IT MAY SEEM
I'LL KEEP WISHING
I'LL TOSS MY COINS IN THE FOUNTAIN,
LOOK FOR CLOVERS IN GRASSY LAWNS
SEARCH FOR SHOOTING STARS IN THE NIGHT,
CROSS MY FINGERS AND DREAM ON
I KNOW I MAY BE DREAMING OF A WORLD
FAR FROM PRESENT DAY REALITY
BUT I'LL KEEP ON DREAMING
NO MATTER HOW UNREALISTIC OR NAIVE
IT MAY SEEM
Always keep dreaming
WE MUST ALWAYS BE THINKING OF THE WORLD AS
A PLACE OF INFINITE POSSIBILITIES
AND ALWAYS KEEP THINKING
NO MATTER HOW HOPELESS OR FOOLISH IT MAY
SEEM
Always keep thinking
I'LL KEEP ON WISHING
WE MUST ALWAYS KEEP DREAMING OF A WORLD
WITH EQUALITY AND JUSTICE
Thinking
THERE COULD BE A WORLD WITHOUT POVERTY
AND SICKNESS
Wishing
OF WORLD WITHOUT HUNGER
AND HOMELESSNESS
DREAMING
OF A WORLD WHERE ALL PEOPLE LIVE IN PEACE
DREAMING OF A WORLD
DREAMING OF A WORLD

GRETCHEN: WHERE SHE'S BEEN AND WHERE SHE'S GOING

by Marcia Keith

For the past four years, Gretchen Schuette has been the Dean of Humanities, Sciences, and Learning Assistance at Chemeketa Community College. On October 19 she assumed her new position as Executive Vice President at Mt. Hood Community College. Gretchen and I had a chance to have a conversation recently about her professional history and goals.

MARCIA: HOW ARE YOU FEELING ABOUT THE IMMINENT CHANGE?

GRETCHEN: Ambivalent. Emotional. I am hoping to have a week between jobs in order to change the direction of my heart.

MARCIA: WHAT WAS YOUR FIRST COMMUNITY COLLEGE JOB?

GRETCHEN: I began as a part-time instructor at Linn-Benton Community College teaching Dance/Aerobics. I was a full-time research scientist at Oregon State University in Oceanography at the same time.

MARCIA: SO YOU HAVE DEGREES IN THE SCIENCE AREA?

GRETCHEN: I have a BA degree in English Literature, a Master of Science degree in Biology and a Ph.D. in Oceanography.

MARCIA: WHAT PROMPTED YOU TO CHANGE FROM BEING A RESEARCH SCIENTIST AT OSU TO WORKING FOR THE COMMUNITY COLLEGE?

GRETCHEN: I didn't feel that my work at OSU was having an immediate impact on people. I would do my research and pass it under someone else's door, and I could only hope it would have a positive impact down the line. I was looking for work that was more immediately satisfying, and I kept hearing about community colleges from a colleague's wife who was working at Linn-Benton. She kept talking to me about how satisfying she felt her work was there. A position opened in the English Department at Linn-Benton teaching technical writing. I had a Bachelor's Degree in English Lit, although my graduate degrees were in sciences. But I had experience doing technical writing. I decided the Linn-Benton job appealed to me, so I applied, and I got the job teaching technical writing and English Composition for vocational students.

MARCIA: WHAT PROMPTED YOU TO MOVE FROM LINN-BENTON TO CHEMEKETA?

GRETCHEN: That's a very tough question to answer. I had several opportunities to participate in management roles at Linn-Benton; for example, I became chair of the Humanities department and

president of the faculty union. I was also for a period of time in charge of College and Community Relations and then became Director for Instructional Services such as Library, Media, Instructional Computing, and then later on I picked up the responsibilities for Developmental Ed. So when the position at Chemeketa became available, it seemed tailor-made for me. But, even though I was excited about the new position, I didn't want to leave Linn-Benton and Corvallis. I was in no way ready to leave the place where I found my vocation; I loved my work there, and I loved my friends there. It took me a long time to really leave. I commuted for a long time. In fact, I was scheduled to leave shortly after Halloween, and I remember going to a party with one half of my face painted with a smile, the other half with a frown.

GRETCHEN: Very tough. The good-bye conversations have tended to zero in on the accomplishments of the past four years. While you are living those years day by day, you tend not to see them with the same clarity, I guess, as when you are about to make a big change. I have learned a lot over the last few weeks as we have tried to find words to describe how we worked together and what we accomplished.

MARCIA: WHAT IS IT ABOUT THE POSITION AT MT HOOD THAT APPEALED TO YOU?

("Gretchen" cont. on pg. 5)

Gretchen

cont. from pg. 4

GRETCHEN: Coming to Chemeketa from Linn-Benton proved to me that I can make a difference, and that's what I want to do. I learned in my jobs here that I can have power and, more than that, I learned that ANYBODY in an organization can have power. The particular appeal of the job at Mt. Hood is that I will have a clear responsibility for the whole college. In fact, I can get passionate about what the job description says—"lead the college in developing and implementing emerging ideas and trends to strengthen teaching, learning, and student success;" "lead the college in developing an integrated educational services program;" lead the college in this area, lead the college in that area. Also, one of the things that appeals to me is being a new person brought into an organization. I found that rewarding and stimulating at Chemeketa, bringing new ideas into an organization, seeing things from a new perspective, and working with others to shake things up a bit.

MARCIA: HAVE YOU HAD WOMEN IN YOUR LIFE WHO HAVE MADE A DIFFERENCE?

GRETCHEN: Yes. Carolyn Desjardins has made a tremendous difference in my life. (Carolyn Desjardins is the Director of the AAWCC Leaders Institute And also I would have to say the women that I work with here—Jerry's secretary, Lowell's secretary, Rick's secretary, my secretary, my previous secretary, the curriculum coor-

dinator. Also I would include the 43 women who were my classmates at the Leaders Institute which I attended. Several other women here too—Jill Ward, Susan Murray, the women in my planning council, many others. People with whom I connect at coffee and after work, people who see a commitment to students in the same way that I do. Men, of course, too—the men on my planning council and many others. Also, I have to give tremendous credit to John Keyser who led me toward good experiences. He chose me for opportunities and encouraged me to get involved with community college people throughout the country. He really jump-started me on my career. Jon Carnahan at Linn-Benton too acknowledged my abilities and encouraged me. Also Bill Segura and Jerry Berger at Chemeketa have been wonderful. In fact, I have been very, very fortunate in the men who have been my supervisors.

MARCIA: WOULD YOU SAY THE LEADERS INSTITUTE HAD A PIVOTAL EFFECT ON YOUR LIFE AND CAREER?

GRETCHEN: Leaders was tremendously reinforcing for my core values and my heart commitment. I carry it with me like a precious stone in my pocket. It's there when I need the support and reassurance; I just reach in my pocket and it's there. Leaders was tremendously reinforcing as well. It taught me that we can make a

difference, and we can do it by holding hands, and that we don't have to be out there alone in a business suit in order to do it.

MARCIA: WOULD YOU CONSIDER YOURSELF A MENTOR, PARTICULARLY FOR WOMEN? HAVE YOU BEEN A SUPPORT AND ENCOURAGEMENT TO OTHER WOMEN, DO YOU THINK?

GRETCHEN: Maybe. I'm not exactly sure what "mentor" means. Nobody's studying at my feet if that's what it means. I have learned so much from these women that I work with that I'm not sure who's mentoring whom. But I have been told a lot in the last several weeks that I am a mentor and have been a mentor to people here. I think people have consciously looked to me because of my position. I am aware of that, and it's a responsibility, but not a burden. People frequently say to me, "I'm glad you're here, because I see that it's possible now." So I am aware of my responsibility to my fellow women. I have to consciously widen the circle and encourage more people in, so I will take that responsibility. I have consciously tried to help, support, and guide.

MARCIA: IT SOUNDS TO ME LIKE YOU'VE BEEN A MENTOR, GRETCHEN.

GRETCHEN: Have we just decided that I have been a mentor? Great! Then I hope to

(*"Gretchen" cont. on pg. 7*)

Gretchen

cont. from pg. 5

be able to continue exercising that privilege and that responsibility in my new position.

MARCIA: AND SO, WHAT'S NEXT? WHAT ARE YOUR LONG RANGE PLANS, GOALS, HOPES?

GRETCHEN: My history has been to thoroughly enjoy the job I am in. I really haven't pursued other opportunities until they stared me in the face.

MARCIA: IS A COMMUNITY COLLEGE PRESIDENCY A POSSIBILITY?

GRETCHEN: My passion is not directed towards a presidency. My passion is what the job description says, "Lead the institution in fostering cooperative work and successful teaching and learning processes." I would like to use my position to make it easier for other women. I have heard Carolyn Desjardins when she says that we must feel an obligation and a commitment to women to support each other and to make it easier for those who come behind us. If I could be convinced that I could create a president's job that's fun, then maybe I could direct my passion towards that. If I could really see that a president's job could be more full of juice and dedicated to what we really care about, I would be more inclined to direct myself towards it.

MARCIA: IN THE MEAN-TIME?

GRETCHEN: I'm going to love my job, keep individual students in my mind and heart, and do what I can to create an environment of trust that encourages people working at the college to risk going the extra mile for excellence.

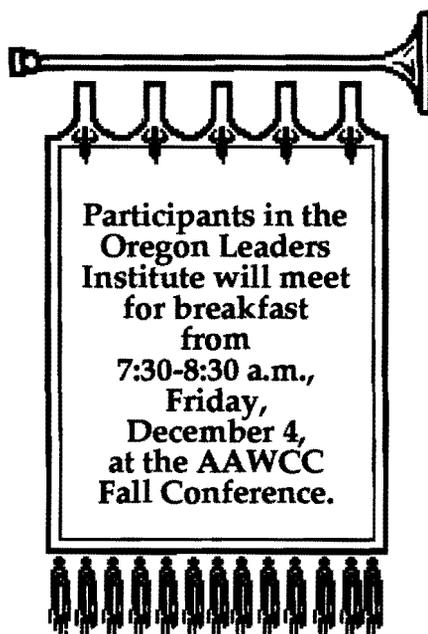


Conference

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is being able to see potential in others that they never guessed they had. Dr. Jacobson also talks about the responsibility of being a mentor. "The first time I became aware that people were looking to me as a mentor—probably about a decade ago—I was amazed. Did I know enough to be helpful? Could I be as significant in others' development as my mentors have been in mine?"

FOR ADDITIONAL INFORMATION REGARDING THE AGENDA FOR THIS ENTIRE CONFERENCE, PLEASE REFER TO THE CENTERFOLD SECTION OF THIS NEWSLETTER.



**AAWCC FALL CONFERENCE
"HOTLINES"
399-5138, Registration
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**OREGON AAWCC
BOARD MEMBERS
1992-1993**

GOODBYE, DEAR FRIEND

by Marcia Keith

By the time you receive this newsletter, one of the greatest friends and loyal supporters of women in Oregon community colleges will have retired from her position as Equity Specialist. Hilda Thompson is a person who made a difference, and she will be greatly missed. Following is a letter Hilda wrote that explains what she will be doing after her retirement.

Dear Friends and Colleagues:

Effective October 30, 1992, I will retire from the position of Equity Specialist with the Oregon Department of Education and Office of Community College Services. Approximately two years ago, I set out to accomplish financial independence with the intent of freeing myself from the need for paid employment. My goal was to be of service to others without asking for financial remuneration. I have achieved my goal!

There are two areas on which I will focus my time and energy. My primary interest is teaching/learning the material known as "A Course In Miracles". I have been a student of this psychological and spiritual curriculum since 1983 and feel a great desire to share with others its goal of obtaining inner peace.

Secondly, and very much related to the first goal, is providing information and support to individuals interested in "Transforming Your Relationship With Money and Achieving Financial Independence". This is a step by step curriculum which questions our assumptions about money, jobs, and the accumulation of material possessions versus meeting our basic needs, freeing ourselves from our wants, and leading fulfilled lives.

I'm looking forward to this new venture with a great deal of joyous anticipation. Even if the above topics don't interest you, call or come by anyway, and let me know how we can help each other in our journey of self-discovery.

Sincerely,

*Hilda G. Thompson
3110 Watson Avenue, NE
Salem, OR 97303
(503) 581-3705*

THE FIRST ANNUAL OREGON LEADERSHIP INSTITUTE FOR COMMUNITY COLLEGE WOMEN

by Stephanie Sussman
and Sue O'Rielly

Several years of dreaming and planning became reality on June 21, 1992, when the Oregon Chapter of AAWCC held the first annual Oregon Leadership Institute.

Twenty women from Oregon Community Colleges and Oregon Community College Services formed the first group. Stephanie Sussman, Mt. Hood Community College, and Sue O'Rielly, Portland Community College, co-directed. Others on the planning committee included Alice Jacobson (PCC), Barbara Swanson (PCC), Barbara Murphy (PCC), Mary Spilde (Linn-Benton), and Virginia Moskus (University of Oregon). This Institute is sponsored by the Oregon Chapter of the American Association of Women in Community Colleges.

We wanted to create an opportunity for women in Oregon's community colleges to learn more about leaders and leadership. Many are unable to attend the National Institute for Leadership Development (NTLD). They may not have earned a Master's Degree. They may not be in a management or faculty position so are not considered by their institutions as possible NTLD candidates.

Our first year participants included:

Leslie Beard (Blue Mountain); Delphine Blankenship (Lane); Sharon Boring (Clatsop); Pinky Dale (PCC Open Campus); Annette Franulovich (State Services); Kathleen Harriman (PCC Sylvania); Lydia Hernandez (Central); Mary Ann Humphrey (PCC Rock Creek); Donna James (Linn-Benton); Gail Laferriere (Clackamas); Betty Oyler (Southwestern Oregon); Toni Partington (MTCC); Joy

Ruplinger (PCC Cascade); Daisy Santos-Miller (PCC Open Campus); Artis van Russell (Tillamook); Jeanne Wheaton (Rogue); Susie Wilson (PCC Sylvania); Sonja Wright-Holt (Umpqua); Joanie Peterson (Treasure Valley)

The institute started with arrivals and check-ins Sunday afternoon. Stephanie led the welcome and introductions which began after dinner. Most participants were eager to be there but somewhat cautious as to whether they "really belonged in a leadership group." Our first group session helped put everyone at ease and provided an opportunity to get to know each other.

Jane Howard (Oregon Federation of Teachers, Education and Health Professionals) and Sue O'Rielly led a session on working styles. Participants were able to determine whether they were "drivers," "amiables," "expressives" or "analyticals" when working. The groups developed very creative "art" with play dough as we tried to see what develops when teams of mixed styles work together.

A highlight of the institute was the many Oregon women who made presentations. Aside from their knowledge-sharing of skills and experiences, many chose to stay as part of our group for meals and/or overnight. The opportunity to informally interact with participants lead to an atmosphere of support and sharing. One participant said, "I can't believe I just had dinner with a college president in jeans and a T-shirt. I'll never be afraid to talk to my president again!" The presenters were generous with their time and invited the participants to call them if they could be of any help.

The presenters and their topics were: Sue O'Rielly—Working Styles; Betty Duvall and Alice Jacobsen—Community College Issues; Dawn Marges—Personal Power; Stephanie Sussman—Problem Solving; Shirley Anderson—Gender Communications Styles; Doreen Dailey—Campus Politics; Pam Matthews, Angela Ritchie, Georgeanne Baker, Patricia Brunneau-Gaber, Linda Erickson—Leaders Panel; Mary Spilde—Issues For The Heart; Georgeanne Baker—Personal Balance/Stress Management; Diane Dunlop—Mentoring.

In spite of the heat (an Oregon heat wave left us with temperatures over 100 degrees all three days) and bugs, the conference was a great success. The evaluations indicated that overall the institute was very worthwhile and should definitely be repeated. One participant wrote in August to say:

"The institute gave me many tools—realistic ones—to capture an insider's perspective of a community college's essence in the few short days. . . I recall hearing at the institute that I should be prepared to move myself out of my comfort zone. . . In essence, I have done just that. . . I recently applied for and was offered a director's position at Minneapolis Community College. . . My thanks and appreciation go to you for making this opportunity available to us here in Oregon. I am extremely fortunate to have been there."

(For other reactions by participants, read *Keeping In Touch* in this newsletter.)

Future plans? You bet! The second Oregon Leaders Institute will be held **June 20 to June 23, 1993**, at Silver Falls Conference Center. Watch for details in January 1993.

"CHOOSING GROWTH: WOMEN IN COMMUNITY COLLEGES"

**1992 Annual Conference
for the Oregon Chapter of
American Association of Women in Community Colleges
Marriott Hotel, Portland, Oregon**

Program

Wednesday, December 2, 1992

5:30 p.m. - 7:00 p.m. AAWCC Social, an opportunity for early arriving participants to gather and share. Hosted by the AAWCC Board.

Thursday, December 3, 1992

8:30 a.m. - 9:30 a.m. Registration, Healthy Walk Option, and Bookstore

**9:30 a.m. - 10:45 a.m. Welcome and Keynote
"Out of Our Old Ways" Dr. Doreen Dailey, President of Clatsop Community College will challenge us to leave behind our assumptions about systems and professional roles.**

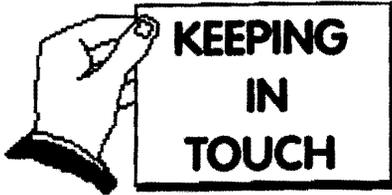
**11:00 a.m. -12:15 p.m. Concurrent Sessions
"Update on Legislative Issues" Dr. Karen Garst, Debbie Lincoln
"Presentation Basics, Getting the Butterflies to Fly in Formation" Betsy Crist
"Career Choice Issues for Women Community College Students" Dr. Jacky Hagan
"Your P.C. as a Personal Assistant" Terri Johansen
"Celebrating Who You Are" Connie McFarland**

**12:30 p.m. - 2:00 p.m. Luncheon and Keynote
"How Not to Succeed!" Dr. Marijane Paulsen, President of Pikes Peak Community College in Colorado will give us advice between the lines as she humorously reviews ten surefire ways to fail.**

**2:15 p.m. - 4:45 p.m. In-depth Concurrent Sessions
"Personal Styles and Leadership" Maureen Felton, Vicki Willis
"Gender Issues and the Media" Patricia Christie
"Superwoman Syndrome" Dr. Francine Siegal
"Unlearning Racism" Mary Jo Henderson**

5:30 p.m. - 6:30 p.m. Reception with Oregon Community College Presidents

**6:30 p.m. - 8:30 p.m. Dinner and Keynote
"You've Made a Difference in My Life" Donna Beegle, a returning student, will explain how important the support at a community college was in her progress from dropping out of 9th grade to a doctoral program.**



BLUE MOUNTAIN

BMCC has three new women on board this year: Anita Janis, from Wisconsin, is the new Academic Dean of Arts and Sciences. Martha Horsley, from Clatsop Community College, is the new PE department head and Health and Nutrition instructor. Cindy Harnly, from Michigan, is a new PE instructor. Two of the three major deans are now women, and it feels good to have two additional women faculty.

Leslie Beard, Recruitment Technician, attended the first Oregon AAWCC state leadership conference at Silver Falls during last summer. She said the conference was excellent, and she looks forward to participating in the conference this year.

It is our hope that we will have a greater participation in AAWCC this year.

CENTRAL OREGON

This fall COCC welcomed several new women faculty and staff: Toby Aswal, Business; Lonna Carnahan, Reading; Cath Finney, Library; Jane Kwiatowski, CADD; Leslie Minor, Psychology; Carla Borovicka and Jodi Eagan, Community Education; Carolyn Esky, Changing Directions; Loretta Slepikas and Nancy Vaughn, Skills Center; and

Mimi Stacey, Admissions. In fact, out of seventeen recent hires, eleven are women.

Lydia Hernandez, Facilities Secretary, attended the AAWCC (Oregon) Conference at Silver Falls in June. She writes: "The AAWCC Conference at Silver Falls this past June was one of the best experiences I've had. This conference challenged my thought process in dealing with everyday situations in my business and personal life. It allowed me the opportunity to hone personal skills I had forgotten I had! The most helpful session was the situation leadership session where each member of a group (5 to a group) was given the opportunity to express a concern, with all of us giving feedback to see if we could help alleviate the situation. We came away from this session with one word in mind—communicate, communicate, communicate. Keep those doors open. I believe the success of this conference was due largely to the fact that there was such a diverse mixture of professional women from all sectors of the college campuses. This truly helped enhance the overall format and kept the weekend "lively"...Thanks for the opportunity to attend..."

CHEMEKETA

At Chemeketa this fall, after new hires and staff changes, we have 674 full-time employees, 63% of whom are women. By classification, this breaks down

to 52% (48) of the exempt, 50% (126) of the faculty, and 76% (250) of the classified staff being women. Regarding AAWCC activities, working on the 1992 Annual Conference Committee are Linda Blair, Gwen Christensen, Marilyn Horn, Kathy Ivanoff, Nancy Kirksey, Ellen Levine, and Meg McGill. In addition, Chemeketa women who have volunteered to present at the conference are Maureen Felton, Terri Johanson, Ellen Levine, and Vicki Willis.

CLACKAMAS

Gayle O'Toole, Employee and Management Development, and Connie McFarland, Targeted Learning Center/Life Skills Program, have developed a new course for college personnel. "SEED" (Success through Equity Education and Diversity) is focused on enhancing staff awareness of the benefits of diverse people and perspectives at all levels of the organization. The course explores the cultural, social and sexual barriers and their potential impacts on student success. Through a combination of mini-lectures, films, and small group exercises participants assess their own skill and awareness levels and build a repertoire of interpersonal approaches for overcoming barriers and intervening effectively in situations involving potential discrimination. The class will be offered to 30 staff members from CCC and the local high schools in the district. The course will be

KEEPING IN TOUCH

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team taught by Connie, Gayle and three other CCC instructors: Don Gerel, Pat Reinert, and Dave Miller. The class is set to begin in January as a part of a two-year gender equity grant awarded to CCC in 1991. If you would like more information about the class, contact Marcia Keith.

Success story: Theresa Tuffli, Employee and Management Development department, began as a work study in the Registrar's Office in 1981 while attending classes toward her associate's degree. She was promoted in 1982 to Evening Admissions (classified) and stayed in the Registrar's Office until 1987. During those five years she was promoted two more times, ending with the title of Secretary to the Registrar. In November of 1987 (with associate degree intact) she went out to work in-house at Tektronix as a CCC Continuing Education Specialist. In the fall of 1988, she enrolled at George Fox College to get a bachelor's degree in Management of Human Resources. Upon completion of that degree, she was offered the project coordinator position in Employee and Management Development department, a job she is still currently doing. As of September 12, 1992, she has been enrolled at George Fox College in their MBA program, which she will complete in the summer of 1994.

Karen Stone, Director of Employee and Management

Development; Jan Anderson, English Instructor; and Nancy Mikelton, P.E. Instructor are all on one-year Fulbright exchanges to England.

COLUMBIA GORGE

Julie Raefield—Gabbo has been hired to manage the Columbia Gorge CC Foundation. She has been a part-time instructor for the college and coordinated the welfare reform program for the last two years. Notwithstanding this experience, she surfaced to the top in a hiring process that attracted many applicants with high qualifications. Julie will head up fundraising and "friendraising" with businesses, individuals, and foundations.

LANE

Julie Aspinwall—Lamberts has been elected a regional director of the National Council for Research and Planning. She directs the department of Research, Planning and Evaluation at Lane.

Linda Fossen has joined Lane's staff as Vice President of Student Services. Linda came to Eugene from Central Wyoming College in Riverton, Wyoming. Linda says Lane's national reputation for excellence in instruction and student services attracted her, as well as Eugene's livability.

Anne Bacon and Jane Russell (Wojick) are busy representing their peers as the College works hard to develop a new classification system for classified employees. The process has

involved completion of job questionnaires by all support staff members, review and input by a panel of fellow employees as Subject Matter Experts, specific desk audits conducted by members of the Personnel office and limited telephone interviews as well as input from eight members of a Joint Review Committee. Anne and Jane have given tirelessly of their time and energy to encourage active participation by all employees. Lane members are looking forward to implementing the revised system upon its completion.

Velma Jesser, LCC's Chapter President for AAWCC, participated in the Asian Studies Development Program at the East-West Center in Honolulu for three weeks this summer. The program was an intense study in awareness of Asian cultural values and how to infuse the material into classroom courses.

Diane Dann, Phoenix 1985 NILD participant and former Associate Director of Grants/Marketing, has been promoted to Director of Institutional Advancement.

Special applause goes to Delphine Blankenship, former Administrative Assistant in the Office of Instruction. Delphine took classes on her lunch hours and off-work hours, and completed her Bachelors in Business Management in June. She was Lane's candidate to the AAWCC summer Oregon Leadership Institute. Inspired by all she learned, and especially by the recommendation

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at the Institute to take advantage of all life's opportunities, Delphine has left Lane and Oregon to become Director of Computer Technology at Minneapolis Community College. Minnesota offers free tuition to its public employees for both staff and family members, and Delphine's plans include working on her Masters after allowing a few months to get her feet wet in her new position. Delphine was active in establishing Lane's chapter of AAWCC, and served as founding treasurer.

LINN-BENTON

The new AAWCC chapter at LBCC in Albany now has 44 members. Officers for the coming year are: Co-presidents, Barbara Bessey and Joan White; Presidents Elect, Gwen Chandler and Lorna O'Quinn; Secretary, Tammi Paul; Treasurer, May Garland; and Member-At-Large, Angie Aschoff. LBCC's chapter is open to all staff and students at the college and has full support of President Jon Carnahan. An open house was held Tuesday, September 22, as part of LBCC's Fall In—Service. Members and guests enjoyed refreshments and were welcomed by co-president Barbara Bessey. Barbara explained the philosophy of AAWCC and encouraged membership in the organization. The program was Bill Moyer's "Listening to America—Women In Politics." Meetings are held from Noon—1:00pm in the College Board-

rooms. Future programs planned include: Oct. 13, Presentation on state and federal legislation dealing with family issues—informative. Bobbie Weber, presenter. Jan. 6, Presentation on the Tech Prep Associate Degree. How does education reform affect the community college and how does it affect the education of our children? Patsy Chester and Pete Scott, presenters. March 3, Presentation dealing with diversity in the work place and the community. Lori Allender and April Falkin, presenters. April 1, Presentation on financial aid work study/employers rights and responsibilities. Lance Popoff, Angie Aschoff, Joanne Perry, presenters. May 25, "Glass Ceiling" presentation by Marlene Propst. What is it and how do women break through?

MT. HOOD

Dr. Carolyn Desjardins, Director of the National Institute for Leadership Development, conducted a two—day retreat for the Mt. Hood Community College administrative team, September 8 and 9. Dr. Desjardins emphasized differences in communication and relationship styles and how these differences affect leadership and decision-making processes.

While in the Portland area, Carolyn was hosted at a reception at the home of Eve McDermott, MHCC Aquatics Director and 1991-92 member of the Leadership Institute. Women leaders from all parts of Oregon gathered for

the event. Carolyn also made a presentation to the MHCC district board on September 8. The MHCC chapter of AAWCC held its first fall meeting October 13.

OREGON COAST

Current enrollment is up 20% over last year at this time. Most of the increase is in the college transfer area and in the Small Business Development Center programs. The OCCC Learning Resource Center is being constructed and will include space for Life Skills classes. A recent article in the South County Courier highlighted the GED program offered in Waldport and Yachats and contained several quotes from GED instructor, Janice Gerdemann.

PORTLAND

Last year one of the most meaningful meetings for the PCC Chapter was an informal discussion on the topic "Feeling Stuck?" The panel of speakers was able to artfully encourage wide audience participation. The resulting dialogue taught us the power of getting women to talk to each other and help individuals solve problems.

That program led us to select the theme *Women Together: Shaping our Lives*. The content of specific programs is not yet set, but topics might include: the "Sandwiched Women," "Personal Finance," "Career Paths." We also hope to fund a major speaker on the Tuesday prior to the American Association of

KEEPING IN TOUCH,

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Community College Conference in Portland in April 1993. That session will be open to anyone in Oregon and will draw talent from people attending the national convention.

1992-93 officers, PCC chapter:
President: Susan Bach;
President Elect: Lynn Geis;
Vice President/Membership: Gert Bernstein; Vice President/Communications: Pinky Dale; Vice President/Finance: Sherry Robinson; Vice President/Records: JoAnn Pitz

ROGUE

Several members of the RCC chapter of AAWCC earned and were awarded degrees this summer. Betsy Fuller received her AA; Cindy Hauser received her Masters in Vocational Education; Dorette Long received her Masters in Adult Education. Serena St. Clair spent this past summer attending Dartmouth continuing her education for a Masters specializing in Women's Studies. Marilyn Kolodziejczyk is currently taking a sabbatical to attend the University of Oregon studying for her doctorate degree.

On October 14, the RCC chapter of AAWCC will help sponsor the First Annual Conference for Working Women. This is a live, interactive national telecast from the PBS Adult Learning, Satellite Service. Put on by the AMA, this video conference will,

consist of presentations, a panel discussion, and will allow a question and answer sessions via the telephone.

SOUTHERN OREGON

Betty Oyler: "Being in the middle of the frantic first week of fall term now, July 21-24 seems like eons ago! Yet, the memories of the people and the experiences of that few days have not faded much, despite the fact that I haven't really talked to my new friends from community colleges around the state since then. The caliber of women I spent those days with was incredible—the presenters and participants alike. So many women put so much heart and effort into making that experience meaningful and valuable to all of us. We could feel the energy around us at all times, and we knew that we were part of it. I'm convinced that the group being all women added a significant dimension to the atmosphere; the way women are able to share their thoughts and feelings is something special. I was a person who never thought of herself as a leader, but who had recently been thrust by circumstances into a position of leadership (president of a 90-member classified union). I was not yet comfortable with it then, and some days now I still wish I could sneak away from it all. But then I would miss my new—found friends, confidence and sense of accomplishing things that are important to others. Those days at Silver Falls (did we ever see the falls?) made a contribution to the awareness and confidence of this growing leader, and will continue to do so for others in coming years.

I'm proud to have been part of it, and I plan to try to join all those dynamite women for a reunion at the annual AAWCC conference in Portland in December."

TILLAMOOK BAY

Anita Townsend is one of the latest success stories at TBCC. She became the coordinator of the college's literacy program last January. When she arrived, there were 6 students being taught by 6 volunteer tutors. The infusion of her energies has bolstered the project to a county-wide effort of 68 students served by 56 tutors. Anita brings 30 years of experience as a special education instructor, reading specialist and volunteer tutor to the program. She has guided the program through a gradual change in materials and methods, always considering the individual needs of each student. "Every student has different problems, needs and interests," Anita emphasizes. "Standardized classrooms didn't work for them and neither will standardized literacy tutoring."

Artis van Russell has been promoted to Administrative Assistant II. Artis has been with Tillamook Bay since 1990 as College Services Secretary. Prior to working for Tillamook Bay, she Manager of Training and American Eagle Airlines in California. In her new role, Artis serves as Recruitment Officer, Board Secretary, and Special Events Coordinator. In addition, she serves on the College Marketing and Plan-

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ning Committees. Artis is very active in the community as well.

Sheila Fitch has recently received a much deserved promotion to the position of Administrative Assistant/Office Manager in the Enrollment Services department of TBCC. Sheila began with the college two years ago and brought with her such qualities as perseverance, organization, dedication and professionalism. She and her husband owned their own business prior to her employment with the college, and the skills and perspective she gained in that endeavor has served our institution well. She has maintained the effective functioning of our office (which includes not only registration, but also admissions, student records, book sales, tuition accounting/campus cashiering, campus and phone reception, and student tracking) through what remains a difficult and often confusing transition to a new Registration and Student Tracking System. She has earned our greatest appreciation.

TREASURE VALLEY

TVCC in Ontario, Oregon, has started a new program for single parents, displaced homemakers and single pregnant women. The project was started in late August, and the response so far has been very good. Project Coordinator Kelly Trudeau said 36 individuals have contacted her about the program, and she currently is

working directly with 13 clients.

The project is funded by a Carl Perkins Grant which helps pay for the salary of the coordinator and sets aside money for tuition, books, supplies, child care costs and transportation for students in the program. The coordinator states the program encourages vocational training and skill—building for non—traditional jobs. "The goal is to give the students the skills and knowledge they need to get a good job, become self-sufficient and be able to support their family and ultimately get them off public assistance," says Trudeau. While the program offers some assistance to students, the program can't do it all. The role of the coordinator is to help students find other resources, and Trudeau said the program networks with other local agencies to help the clients. "I help them fill out financial forms, look at scholarship opportunities and serve as an advocate for Adult and Family Services," Trudeau said. "I also work closely with JTPA and other agencies to coordinate the costs incurred by the students because one program can't pay for it all."

For students entering the program, the first step is a life-skills class which teaches job seeking skills. Student then have the option of searching for employment or continuing their educational training. Trudeau said most of the clients in the program have only their high school diploma at best and need to pursue more training. As Trudeau explains, the job

has been a real eye—opening experience for her. "I had the mentality of many who wonder why these people can't find a job or get off welfare. Through my experience, I've learned that they desperately want to be self-sufficient and are embarrassed to be on public assistance."

Trudeau said there are many external barriers her clients face that are tough to overcome. Child care in Ontario is very hard to find, and the average cost for two children is \$325 a month. Food for two children can run from \$200–250 per month and, with other added costs, a single parent with a minimum wage job has real difficulty in making ends meet. Reliable transportation is another real problem, and often there is not enough money for gas.

There are often internal barriers to deal with as well. Trudeau said abuse, low self—esteem and other factors play a role in making the task of improvement difficult. She said the mission of the program is to try to take away the external and internal barriers. "We hope by removing those barriers, the students can get into college training and work towards becoming self-sufficient." Trudeau's goals are to do some recruiting and make the program known in the community. She also plans on putting together an advisory board to help with promoting her program. She looks forward to the start-up of a child care center on campus which her students will be able to utilize

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and a Discover Center in her office which will conduct aptitude testing for her clients. So far, Trudeau is enjoying her job immensely. She likes working with the individuals in the program and finds it rewarding to see them follow through classes and efforts to improve themselves.

Although the grant is for just two years, the coordinator is confident the program can continue through the support of the college and community. "If everyone in the community understands the benefits of the program, there shouldn't be any reason why not to support it."

UMPQUA

Jacky Hagan completed her doctorate during April 1992 at Oregon State University, completing a qualitative study of the factors that influence disadvantaged female community college students' career choices. Factors identified in this study which may influence their choices and provide support for the literature included: high academic ability, a more tolerant and feminist attitude, a sense of independence, interest in planning for a career, a supportive faculty and concern for economic security. Contrary to the literature, and of less influence, were supportive parents and family, individual educational role models and success in mathematics courses. Significant findings included the success of subjects in mathematics courses, which differs from previous research; the relative strength of economics as a primary career choice factor, whereas in the past it was viewed as a consequence of other factors; and, the absence of family support and influence. Previous research has been university traditional-student oriented.

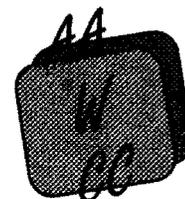
Eva Reynolds attended a conference in May on Community Services for Adults with Learning Disabilities.

Kathy Sharman is training to be a volunteer for Battered Person's Advocacy and will begin serving as board member for Volunteer Services.

Kelly Stelzer received a Full-bright grant to go to North Africa. The purpose of the trip in the summer of 1992 was to study changes in women's roles and the family in the light of Islamic revivalism. She spent time with families in both Morocco and Tunisia. She says, "I learned a lot and had a wonderful time!"

Kay Tano is a member of an advisory board for low income housing Authority Residents Council.

UCC JOBS assisted 54 adults in obtaining their GED and 110 in becoming employed.



*Keep In Touch—
Let us
Hear From You*

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Important AAWCC Fall Conference Information:

PORTLAND MARRIOTT HOTEL
1404 SW FRONT AVENUE

To make your room reservation call 226-7600
by November 20, 1992

\$85 per night for a single, double, triple, or
quad room

☛ Save money by sharing a room

Room rates good for two days before and
after the conference

☛ Plan to stay and enjoy Portland

(Hotel tax is \$7.65 per day)



PARKING AND THE ALTERNATIVES

The Marriott Hotel is located in busy downtown
Portland at 1401 SW Front Avenue.

1. You can use the TRI-MET public transportation system. Lines #54, #56, #38, and #96 stop nearby. **PARK AND RIDE** lots are available from the South at Barbur Blvd., from the East at Gateway, and from the Southeast at Southgate Theater in Milwaukie. **CALL 223-RIDE (TO PLAN YOUR TRIP (8:30-4:30 Mon-Fri). Cost: 95 cents - \$1.25.**
2. You could **CARPPOOL**. It is a great way to see co-workers, save gas, and split parking expenses.
3. You will find **PARKING LOTS** that are open through evening hours at: 123 SW Jefferson, 1300 SW 5th, 111 SW Columbia, 2nd and SW Columbia, 120 SW Clay, 1600 SW 4th, and 200 SW Market. Lots usually cost a minimum of 75 cents per hour, **CASH ONLY.**

AAWCC SCHOLARSHIPS

The AAWCC Board of Directors is offering three scholarships of \$100 each to enable women to attend the fall conference. The money was generated by sales of books at last year's conference added to \$100 sent to us by the National AAWCC to support state organizations. You can apply for a scholarship by completing the form below.

Name _____ Community College _____

Address _____

Home Phone _____ Work Phone _____

Classified Faculty Administration

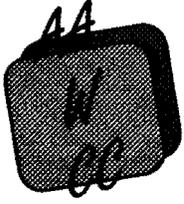
Have you attended AAWCC Conference in the last three years? Yes No Ever? Yes No

Have you attended Oregon State Leaders Conference? Yes No

Are you a member of the National AAWCC? Yes No

Why do you need a scholarship? _____

Please send to: Linda Ericksen, Umpqua Community College, PO Box 967, Roseburg, OR 97470 FAX: 440-4637.
MUST BE RECEIVED BY 5:00 P.M. NOVEMBER 20, 1992.



**AAWCC FALL CONFERENCE
"HOTLINES"
399-5138, Registration
399-6564, Program**