



Fall 1993 Newsletter



DIVERSITY, TQM, PERSONAL GROWTH, WELLNESS TO BE FEATURED AT FALL CONFERENCE

"Women in Community Colleges: Shaping the Future," is the theme of the 1993 Annual Fall Conference which will emphasize the topics of diversity, total quality management (TQM), personal growth and wellness.

New this year are: a National Leaders Breakfast (Thursday morning), musical entertainment during the Friday lunch, and a wonderful prize drawing (must be present to win). Once again, our college presidents will join us for a reception and banquet on Thursday night. As in the past, we will have an Oregon Leaders Breakfast (Friday morning), and the Looking Glass Bookstore will be on-site to sell books referred to in session presentations.

Among our featured speakers are two well-known Arizona community college women. Dr. Linda Thor, president of the non-traditional Rio Salado Community College in Phoenix and a leader in the implementation of continuous quality improvement, will open the conference with her presentation, "The Human Side of Quality: Vision, Values, and Empowerment." Dr. Carolyn Desjardins, director of the National Institute for Leadership Development and friend/mentor/inspiration to

many of us, will discuss her research findings on gender team building at the Thursday lunch session.

Ms. Carol Peterson, former Clackamas Community College faculty member and department chair, will give a humorous presentation entitled, "Are We Having Fun Yet?" about the lighter side of being a professional, at the Thursday evening banquet with our presidents.

(See "Fall Conference" on pg. 3)

THOR, DESJARDINS, PETERSON, DUVALL, AND MOTHERLODE TO KEYNOTE FALL CONFERENCE

Our 1993 Annual Fall Conference will be highlighted by several keynote presentations. Following are summaries of each of the presenters and their topics.

DR. LINDA THOR, PRESIDENT OF RIO SALADO COMMUNITY COLLEGE, ARIZONA, "THE HUMAN SIDE OF QUALITY: VISION, VALUES AND EMPOWERMENT."

Dr. Thor is a leader in the introduction of Total Quality Management principles in institutions of higher learning. She will address us at the beginning of the conference on Thursday morning, December 9. Dr. Thor was the youngest of 107 community college presidents in California during the 1980's and is one of only 3 female presidents of community colleges in Arizona. She has proven herself capable of making systems more open, more understandable, and more accessible and will explain to us how she accomplished these goals at Rio Salado.

Dr. Thor holds a steadfast commitment to making education convenient and available to all students while holding faculty and administrators responsible for producing the finest educational opportunities possible. Dr. Thor's laughter and smile have won the hearts of thousands of students, educators, and business people across the continent. Experiencing one of her presentations is a sheer delight and will provide an upbeat and inspirational beginning to our conference.

(See "Keynote" on pg. 3)

PRESIDENT'S CORNER

by Diane Mulligan, AAWCC President



October, 1993

OK - I confess - I do not have a mentor. At least not in the traditional sense of the word. This despite the fact that for the past several years major professional publications abound with the virtues of this special one-on-one relationship. Clark and Corcoran in a 1986 perspective on professional socialization of women educators make this contention about mentors, "professionals *must* have had one, been one, or be seeking one if they are to advance in their careers." I have had wonderful co-workers. I have had supervisors and other college administrators who were extremely generous with their time and expertise. However, I have never found a "mentor to call my own."

Another confession is that I am somewhat uncomfortable with the traditional mentoring model. One-on-one mentoring relationships usually occur between professionals of the same sex and with similar cultures and backgrounds. If there is a disproportionately low number of women, and especially women of color in administration, mentoring will probably do nothing to alleviate the trend.

What has worked for me in terms of support and guidance has been my involvement in a small group or two of professional peers. One group is four women in similar positions in four different educational organizations. In this group we can be totally honest about our institutions and get fresh perspectives on the challenges they present. This group started as a conference program committee and has evolved over the years into a strong professional network and close friendship. Another group is men and women at

similar levels at my own institution. Members of this group are not always personal friends, but all have insights into the workings of the college and how to get things done.

Blurring the lines between mentoring and networking is becoming common for women and those working in non-traditional careers. In a 1986 article in *The Journal of the National Association for Women Deans, Administrators, and Counselors*, Swoboda and Miller suggest radically redefining mentoring as the kind of support and advice a woman receives and gives by participating in networks and collegial relationships. Compared to the more traditional model of mentoring, this concept gives more "flexibility and mutually interdependent patterns of training, information sharing, and support." It appears that this networking form of mentoring is less likely to move an individual woman up a hierarchical ladder quickly, but does have other advantages. These benefits include: availability to all women; it serves as a reliable back-up and/or addition to the traditional mentor relationship; networks include a more diverse group with a wider range of role models and leadership styles; it is suited to both traditional and non-traditional career paths; it fosters self-reliance; and it encourages nurturing helping, and sharing.

A final confession is that I'm not clear whether mentoring or networking is more advantageous. I guess, as with all things, the value can only be measured by assessing your individual needs and unique situation. Ideally we can probably all benefit from having both networks and mentors. However, if, like me, you

have not been successful at finding a traditional mentor, I suggest discovering the satisfaction and rewards of a peer network.

I hope this has given you food for thought around the topic of mentoring. Several of the sessions planned for our December conference focus on the issue of mentoring and support systems for moving up. In addition, "Communications" is one of the top five priority projects for Oregon AAWCC. One of the issues identified within that general category is mentoring. Board members Julie Baker and Susan Bates are looking at ways AAWCC can help members better develop mentoring opportunities. If you have ideas or experiences you wish to share, give Julie or Susan a call.

I'm looking forward to seeing many of you at the Red Lion in December.

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CONGRATULATIONS TO CAROLYN GUTHRIE, WINNER OF THE LOGO CONTEST!!!

Did you notice the new logo on the front page masthead? The logo is the product of the creative mind of Carolyn Guthrie, Graphics Technician at Chemeketa Community College. Carolyn's logo was chosen by the Oregon AAWCC Board at its planning retreat in April. For submitting the winning logo, Carolyn receives free tuition for the fall conference.

NICELY DONE, CAROLYN!

FALL CONFERENCE

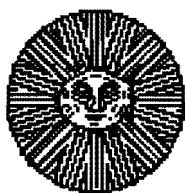
(Cont. from pg. 1)

Dr. Betty Duvall, executive dean of Portland Community College's Rock Creek campus and active in education at the national level, will address the conference Friday morning on the political process of national appointments in education. During lunch on Friday, the renowned local folk group, Motherlode, will perform in lieu of a speaker. Immediately following lunch, some lucky conference participant will win a free 3-weeknight stay at a beach cabin in Yachats!

We are also fortunate this year to be able to bring two distinguished Oregon women to our conference on Friday morning. The Honorable State Representative, Margaret Carter, will be a concurrent session speaker on legislating morality and the role of politics in determining moral issues. Ms. Kathleen Saadat, formerly Governor Neil Goldschmidt's Director of Affirmative Action and currently a community activist and consultant, will give a concurrent session on diversity.

This year's conference will be held at the Lloyd Center Red Lion (free parking!), the advance registration fee is \$99, which includes membership in the state AAWCC chapter. The AAWCC Board is making one scholarship available to cover the cost of conference registration. Hotel reservations should be made directly with the Red Lion Hotel-Lloyd Center (503/281-6111) by November 17 to ensure the conference rate of \$67 single/\$82 double. We hope to see you there!

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KEYNOTE

(Cont. from pg. 1)

DR. CAROLYN DESJARDINS, EXECUTIVE DIRECTOR, NATIONAL INSTITUTE FOR LEADERSHIP DEVELOPMENT, "GENDER TEAM BUILDING."

We will hear Dr. Desjardins at the Thursday lunch session. She will bring us up-to-date on her recent research regarding how the different socialization of women and men leads to misunderstanding. She will help us learn to redirect our thinking in order to better live and work together.

Dr. Desjardins has long history of presenting topics of interest to community college women; indeed she has an impressive compilation of research and expertise on a variety of topics. Those who have participated in the National Institute for Leadership Development regard Dr. Desjardins as a friend and supporter. Her wonderful spirit and compassion will enliven this session.

CAROL PETERSEN, FORMER DEPARTMENT CHAIR, CLACKAMAS COMMUNITY COLLEGE, "ARE WE HAVING FUN YET?"

Carol Petersen has enlivened and regaled audiences across the country with her lighthearted approach to life and work. She recently retired from Clackamas Community College and is spending her time presenting her humor in the workplace and stress-relief workshops to a variety of audiences around the nation. She is also in demand as a facilitator for meetings and retreats. Carol will speak at the banquet on Thursday evening and will focus on looking for the lighter side of being a professional.

DR. BETTY DUVALL, EXECUTIVE DEAN, PORTLAND COMMUNITY COLLEGE, ROCK CREEK CAMPUS, "NATIONAL POLITICS AND THE 'LOCAL YOKEL'."

The Friday morning kickoff session will be presented by Dr. Betty Duvall who will focus our attention on a local interpretation of a national issue. She will share her perspective on the political processes inherent seeking national appointments in education. Dr. Duvall has participated in a number of professional and community activities such as representing Oregon on a panel of the annual Northwest Accreditation Association meetings in Seattle in 1992. She is currently a board member of the Beaverton Chamber of Commerce; the Lintner Center for Advanced Education and Columbia River Girl Scouts Council.

MOTHELODE, "A MUSICAL INTERLUDE."

Motherlode is a group of local women musicians who have performed in a wide variety of settings. They have appeared at various music festivals throughout the Northwest, and are favorite performers at colleges and universities. Motherlode is a surefire favorite and will send us away from the conference feeling uplifted and energized. They will perform at the final luncheon on Friday.

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JACKY HAGAN LEAVES AAWCC BOARD AFTER SIX YEARS

by Marcia Keith

Dr. Jacky Hagan, Dean of Students at Umpqua Community College and Past President of Oregon AAWCC, is leaving the Board of Oregon AAWCC when her term expires in January. I took this opportunity to ask her about her six years of service on the board.

MARCIA: *You have been a member of AAWCC since its inception. Did you take an active role in the formation of the Oregon chapter?*

JACKY: I was a follower. I remember attending the meeting when we elected our first President, Judy Dresser, from Lane Community College. There weren't very many people in the room, but you got the feeling we were on to something important. Our Oregon chapter should be more credited to people who paved the way with a national vision, like Margaret Gratton of Mt Hood and Jacqueline Belcher, formerly from Lane.

MARCIA: *What prompted you to become a member of Oregon AAWCC?*

JACKY: When I participated in the Leaders program in 1985, I distinctly remembered a Board member from the Maricopa Community College district talking about our responsibility to become politically involved. Her message was that if you cannot get involved, you can at least join a group like AAW, the League or AAUW and send your money. Our levels of involvement may change over the years, but the work will go on for our lifetime. If you want change and real equity, then get involved or send a little money.

MARCIA: *What benefits have you received from your membership in Oregon AAWCC?*

JACKY: This focus has accelerated my capacity to examine my values related to gender. Having six brothers I was pretty oblivious as to my gender. It was only when I entered into an administrative career at age 27 that equity issues surfaced. Even then I think I said things to my boss like, "What do you mean I can't do that," The AAW annual conference is a chance for us to take time out and focus on issues related to our professional growth. My membership is a positive vote for equity for women today and those who will come in future generations.

MARCIA: *You have been President-Elect, President, and Past President of the Oregon chapter. What accomplishment are you most proud of?*

JACKY: I think I had a role to play in expanding and strengthening our board. I made a deliberate effort to recruit members from across the state to run for office, and we added three member-at-large board slots. We had the talent, and I wanted to have a board that truly represented all of Oregon. I think competition for board openings makes a strong statement about the quality of your organization.

MARCIA: *Would you encourage women to run for the open board positions? Please elaborate.*

JACKY: The open board positions allow us to have a perspective that goes beyond a focused officer role. We need to encourage members to run for these to protect having a comprehensive board, to involved members who cannot otherwise serve and to encourage members to take a leadership position for AAW. The open board positions should really have their focus on the grassroots, regardless of individual board member agendas.

MARCIA: *What would you say to a community college woman who is contemplating becoming a member of Oregon AAWCC?*

JACKY: I would immediately say that it's the best organization any

woman in Oregon's community colleges can choose. Considering the money, the capacity to

impact their current and future professional growth, the quality of program we offer, I just don't think it can be beat. I'd suggest you attend an annual conference and ask around. I think you'd find women participating for those three reasons and more.

MARCIA: *What impact has AAWCC had on Oregon community colleges?*

JACKY: The AAW membership in Oregon has probably had the most singular positive impact on equity issues for Oregon community colleges. We all know that Federal legislation takes years to really have an impact, since litigation and test cases take that long. However, if you've got a highly credible group advocating a role for women in community college leadership directly to our college presidents, well it becomes harder

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"If you want change and real equity, then get involved..."
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(See "Hagan" on pg. 5)

HAGAN

(Cont. from pg. 4)

to dismiss that. This is also true at the national level. Without AAW, I think we know the number of female presidents, national Board slots, and significant policy decisions would have been more difficult to accomplish. Think about it. Without Oregon and National AAW support I suspect issues such as child care, diversity, equity in the workplace, and directing the community college missions more toward female students would have been diminished. These factors impact women at all levels students would have been diminished. These factors impact women at all levels within the organization. This most certainly has a direct benefit to me. More importantly, it will have a direct benefit on the next generation. Maybe my membership dues represent my silent majority vote for a more equitable future. Least there be a misunderstanding, I have been blessed with overall equity in the workplace. I'm not a fanatic and I don't have a hidden agenda. It's just that I'm not foolish enough to think it's still not a problem. We can do better.

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BOARD POSITIONS TO BE ELECTED SOON

Several positions on the Oregon AAWCC Board are up for election this fall. All Oregon AAWCC members will receive ballots in the mail by the end of January. The ballots will be due back by mid February. Serving on the board is a wonderful opportunity to meet community college women from across the state and establish lifelong connections. The Oregon AAWCC would particularly like to encourage people from all areas of their community colleges to participate in AAWCC by agreeing to run for an office. It is also critical that we have adequate representation from across the state. Although it is difficult for people who live outside the valley to participate, the input received from that participation is invaluable. Please consider giving yourself the wonderful opportunity of serving on the Oregon AAWCC Board.

The following positions are up for election this fall.

•President-Elect.

The President-Elect shall

1. promote membership and interaction among women in community colleges
2. maintain and update a list of college contacts
3. participate in the annual conference planning committee

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•Vice President-Communications. The Vice President-Communications shall

1. disseminate information on courses, workshops, programs and services for women
2. keep the minutes of the meetings of the executive committee and state chapter
3. coordinate information sharing through newsletter, telephone trees, or other methods deemed appropriate by the membership

•Vice President-Membership. The Vice President-Membership shall

1. maintain membership records and current membership lists
 2. publish the annual membership directory
 3. prepare and distribute a membership brochure
 4. solicit new memberships and membership renewals
 5. provide membership information to the National AAWCC upon request.
- The above positions are elected for 2-year terms.

There are three Member-At-Large positions open. Two of these positions will be for 2-year terms and one will be for a 1-year term. The Member-At-Large shall

1. promote membership and interaction among women in community colleges
2. carry out any other special projects assigned by the Executive committee

The benefits received from participation on the Board far outweigh the difficulties posed by the time commitment and geographical barriers. Please consider doing yourself the favor of becoming a member of the Oregon AAWCC Board.

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Did you know that the AAWCC is 20 years old? And did you also know that one of its founders was our own Margaret Gratton, now the Assistant to the President of Mt Hood Community College? At the annual awards breakfast at the AACC convention held in Portland this year, Margaret participated in the program "AAW: This Is Your Life" by recounting personal observations of those beginning years.

You make us very proud, Margaret!

The 1993 Oregon Institute for Leadership Development was held at Silver Falls Conference Center this June. All Oregon Community Colleges were represented. We totaled 20 women participants and 15 presenters.

Many of our Oregon Leaders volunteered to present including participants from the 1992 institute. They shared their expertise, personal stories and career histories over the three day retreat. Some of the sessions covered issues dealing with personal power, working styles, legislative and state agencies, the "myth" of balancing work and stress, gender issues and the opportunity to problem solve with fellow participants. Again, the opportunity to talk with community college presidents was evaluated as a very valuable session. Kudos go to Patty Lake, Lane CC for her most humorous impersonation of the ultimately stressed out working woman! A new event this year was an evening of entertainment led by Oregon and National Leaders. Evaluations of all the sessions were extremely high.

Lily and Stephanie are already at work planning the third session for June of 1994. Applications will be sent to your campus contact this spring.

Our 1993 OILD Leaders are:

ALONZO, CHERYL
BATES, SUSAN
BODE, BETTY
BRECKE, BRENDA
BUCHANAN, SANDRA
CARLSON, ALISA
COULOMBE, ROCHELLE
COVERT, DEBBI

DEWOLF, DAWN
DRISKEL, TERRY
ELLIS, MARGARET
GETTMAN, LINDA

LAFRENIER, GENA
METCALF, DEANNA
NEUMANN, LINDA
RIVERA, MARGARITA
STEVENS, KATHERINE

TRUDEAU, KELLY
WALKER, JULIE
YOUNGFLESH, AMY

Lane Community College
Rogue Community College
Chemeketa Community College
Southwestern Oregon Community College
Columbia Gorge Community College
Tillamook Community College
Clatsop Community College
Portland Community College —
Cascade Campus
Oregon Coast Community College
Blue Mountain Community College
Umpqua Community College
Portland Community College —
Sylvania Campus
Clackamas Community College
Central Community College
Mt Hood Community College
Office of Community College Services
Portland Community College —
Rock Creek Campus
Treasure Valley Community College
Linn-Benton Community College
Portland Community College —
Open Campus

Many thanks to our 1993 presenters:

LILY O'RIELLY
JANE HOWARD
DOREEN DALY
PAMELA MATTEWS
MARGARET GRATTON
PATTY LAKE
ELEANOR BROWN
STEPHANIE SUSSMAN
MARY SPILDE
ALICE JACOBSEN
PATRICIA BRUNEAU-GABER
LINDA ERICKSEN
ANNETTE FRANULOVICH
GAIL LEFERRIERE
ARTIS VAN RASSEL

Portland CC
OFTEHP
Clatsop CC, Yavapai CC
Mt Hood CC
Mt Hood CC
Lane CC
Mt Hood CC
Mt Hood CC
Linn-Benton CC
Portland CC
Southwestern Oregon CC
Umpqua CC
Oregon Central CC
Clackamas CC
Tillamook CC

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OILD EXCEEDS EXPECTATIONS

Stephanie Sussman, President-Elect of Oregon AAWCC, read the two letters represented on page 7 at a recent meeting of the Oregon AAWCC Board. Since they capture the reaction of most of the participants in the Oregon Institute for Leadership Development, the Board felt that readers of this newsletter would appreciate hearing about the remarkably valuable experience presented by the OILD.

July 19, 1993

Dr. Paul Kreider
Mt Hood Community College
26000 SE Stark Street
Gresham, OR 97030

Dear Dr. Kreider:

It was my extreme good fortune to be selected to represent Mt Hood Community College at this year's Oregon Leadership Institute of Community College Women.

I wish to formally thank you, and the college, for making this experience possible. It was an experience well worth the cost both in terms of the time away from my campus responsibilities and the energy of those who organized the event.

Even though I've since had vacation time to review the many planned and unplanned learning opportunities, I am still not certain whether it was the high caliber of presenters such as Alice Jacobson, PCC; Doreen Daily, Clatsop; and Mt Hood's own Eleanor Brown, Margaret Gratton, Pamela Matthews, and Stephanie Sussman which made the formal sessions so worthwhile or if it was the many informal discussions that were the natural offshoots of those formal presentations that actually allowed for the most growth.

Formal sessions, which ran from 8:30am to 9:00pm each day, covered such diverse and challenging areas as Community College and State Partnerships, Working Styles, Conversations with a Community College Leader, Problem Solving, and many more. The sessions stimulated hours of late night conversation ranging

from heated disagreements to full-fledged brainstorming.

The Leadership Institute was my first opportunity to meet statewide people facing many of the same issues we at Mt Hood are facing. I expected this to be informative. I did not expect the chance to meet so many people with knowledge and experience directly relating to my primary area of concern, that of information access for students. I was both challenged and exhilarated by the amount of contacts and the information exchanged during our brief free periods over meals and on our way to meetings. The walks between buildings became as exciting as the scheduled meetings. I left Silver Falls with a greatly expanded resource list of people, books, and information, all of which will help me facilitate the process of improving service to the many customers I serve as coordinator of campus computer labs.

Again, thank you for this wonderful opportunity. I look forward to the challenge of bridging the traditional boundaries between academic and administrative computing as we begin to centralize administration of the labs and implement campus wide, long term planning.

Mt Hood faces many difficult issues in terms of information access for all students; I am confident the return on your original investment of funding a representative to the Leadership Institute will earn dividends campus wide.

Respectfully,

Linda K. Neumann, Coordinator
Campus Computer Labs

September 15, 1993

Stephanie Sussman
Mt Hood Community College
Gresham, OR 97030

Dear Stephanie,

Just a note to thank you for all the time and effort you put into the AAWCC Oregon Leadership Institute in June. I gained a tremendous amount from it both personally and professionally.

It was very inspiring, humbling, and yet so encouraging to have an opportunity to see what the "real leaders" did to get where they are. By real leaders I mean women like you, Lily, Alice Jacobsen and others who I really have respect for because of the real sense of values & honesty that they (& you) emanate in your daily lives. I also feel like so many of the participants at the conference were a real gift too.

Since June, I have applied for & accepted a new job, where I can put my new management skills to professional use. I am the new Coordinator of Circulation at Sylvania. It will be a challenge — but my boss is a Leader sister too. Lucky me!

Thanks —

Katherine Stevens
Portland Community College

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Once again, Looking Glass Bookstore will be with us at our Fall Conference operating an AAWCC Bookstore featuring publications mentioned by our presenters. And again, Looking Glass is donating 15% of the proceeds to our registration scholarship fund.



**LOOKING
GLASS
BOOKSTORE**
318 S.W. Taylor
227-4760
Open 10-6 Mon.-Sat.

'WORKING MOMS ARE HAPPIER'

Ethel Roskies, a University of Montreal psychologist surveyed 1,123 Canadian women in four high level professions — medicine, law, engineering and accounting. Her findings were presented in Washington, D.C., in November. Janet Haartz of the National Institute for Occupational Safety and Health "praised the report for its even-handedness." Carl Piper, a Duke University statistician, calls it the "first paper 'that debunks the mommy track theory.'"

Roskies' research tool included "standardized tests to measure psychological well-being, personal and professional satisfaction and self-esteem. There was also a question on income."

"In all personal psychological measures, the married professional with children scored highest. Next was the married professional without children, and last, and the least content, was the single woman with no children. The three groups reported equal levels of job satisfaction."

"The researcher said this is contrary to the oft-cited idea that a woman who chooses to have a family is giving up career opportunity, and that the reason women often are limited professionally is because they have family responsibilities."

Reprinted from AAWCC Quarterly, Vol. XVII, No. 3, Spring 1993.

"Survey says working moms happier than career women." by Paul Recer, The Associated Press, published in the *Amarillo Globe News*, Vol. 58, No.46, Sunday, Nov. 22, 1992, Amarillo, TX.

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PHOTO SHOW AND BOOK PROMOTE CAREER CHOICES FOR WOMEN

On the first Thursday of January 1994, a photography show entitled "Women and Their Work" will open at the Interstate Firehouse Cultural Center, 5340 North Interstate Avenue in Portland. The show is part of a larger project which includes the creation of a career resource book designed to attract more women to Portland Community College's professional/technical programs.

The book strives to reach potential students by featuring women from 18 technical fields who have used Portland Community College training to improve their employability. Most of the fields represented are non-traditional for women. A deputy sheriff, a diesel mechanic, and a construction worker are among the women featured. Photographic portraits taken in each woman's workplace are included in the book.

The show features the same 18 photographs found in the book, and provides an opportunity to publicly celebrate the idea of career choices for women. An opening reception will be part of the festivities, and anyone who is interested is invited to come. After the showing at the Cultural Center that runs through the end of January, the exhibit will tour the PCC campuses, and may eventually tour the state. If you would like to bring the exhibit to your college, or if you would like a copy of the book, call Rebecca Adams at (503) 244-6111, ext. 4130.

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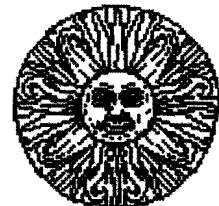
GOVERNOR ROBERTS RECEIVES AAWCC AWARD

(The following article is reprinted from the AAWCC *QUARTERLY*, Vol.XVII, No.4, Summer 1993.)

AAWCC President Leila Gonzalez Sullivan took the speaker' podium at the opening session of the 1993 AACC conference to introduce Governor Barbara Roberts. A former chair of the Mt Hood Community College board, Governor Roberts spoke of the important role community colleges have as "a valuable partner for reaching our goals for building our communities for tomorrow." "We understand that community colleges are essential for job training, for displaced and transitional workers, for giving people access to affordable higher education and for building partnerships for better quality of life in communities." She placed community colleges at the heart of the charge set by the Oregon Benchmark to have "the best educated and prepared workforce in the nation by the year 2000 and equal to any in the world by 2010."

The governor was presented a plaque by President Sullivan in appreciation for her support of community colleges and her personal achievements as a woman role model.

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Announcing

SEVENTH THE ANNUAL CONFERENCE

AMERICAN ASSOCIATION OF WOMEN
IN
COMMUNITY COLLEGES

♿ OREGON CHAPTER ♿

"Women in Community Colleges: Shaping the Future"

December 8 - 10, 1993

Red Lion Hotel
Lloyd Center
Portland, Oregon

Wednesday, December 8, 1993
5:30p.m. - 7:00p.m. Optional Social

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Thursday, December 9, 1993
9:30a.m. - 8:30p.m. Sessions, Luncheon, and Banquet

★
Friday, December 10, 1993
8:30a.m. - 1:30p.m. Sessions, Luncheon, and Music

★
New this year...
Musical Entertainment, Prize Drawing, National Leaders Breakfast
Topic Tracks (diversity, TQM, personal growth)

Registration Cost: \$99

*Room Cost: \$67 plus tax, single occupancy
\$82 plus tax, double occupancy*

Free Parking!

"Women In Community Colleges: Shaping the Future"

1993 Annual Conference for the Oregon Chapter of American Association of Women in Community Colleges Red Lion Hotel — Lloyd Center, Portland, Oregon

This year, we have added a drawing for a wonderful prize, as well as musical entertainment during the Friday lunch. Please join us! Don't forget that one scholarship is available which covers the cost of registration.

WEDNESDAY, DECEMBER 8, 1993

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

THURSDAY, DECEMBER 9, 1993

8:15 - 9:15 a.m. National Leaders Breakfast, Registration, Healthy Walk Option, and Bookstore.

9:30 - 10:45 a.m. Welcome and Keynote
"The Human Side of Quality: Vision, Values and Empowerment" Dr. Linda Thor, President of Rio Salado Community College (Phoenix, Arizona), will share her insights on the ethics implicit in a continuous quality environment as viewed from a woman's perspective.

11:00 - 12:15 p.m. Concurrent Sessions
"TQM Overview" Mary Lou Webb
"Breast Cancer: After You Cry, Then What?" Marcia Keith, et al.
"Moving In The System" Dr. Gretchen Schuette
"Cross-Cultural Communication" Brian and Claudia Leavenworth
"Growth in Your Current Job" Linda Ericksen
"Oregon Legislative Update" Dr. Karen Garst and Debbie Lincoln

12:30 - 2:00 p.m. Luncheon and Keynote
"Gender Team Building" Dr. Carolyn Desjardins, Executive Director of the National Institute for Leadership Development, will catch us up on her recent research on how women's and men's different socialization leads to misunderstanding, and how we can redirect our thinking in order to better live and work together.

2:15 - 4:45 p.m. In-Depth Concurrent Sessions
"Managing Your Own Performance" Barbara Bessey and Dr. Ruth Stiehl
"Self-Empowerment" Hazel Harmon
"Beauty and the Beast: Women and Food" GwenEllen Anderson
"Large Systems Change, or Bowling With the Lights On" Sandy Japley
"Viewing Demographics and Power: Telling the Truth" Charlene Fella and Tammi Paul
"Education Reform in Oregon" J.D. Hoyer

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

6:30 - 8:30 p.m. Dinner and Keynote
"Are We Having Fun Yet?" Carol Petersen, former Clackamas Community College department chair, will focus on looking for the lighter side of being a professional.

FRIDAY, DECEMBER 10, 1993

- 7:15 - 8:15 a.m. Oregon Leaders Breakfast, Registration, Healthy Walk Option, and Bookstore
8:30 - 9:30 a.m. "National Politics and the 'Lokel Yokel'" Dr. Betty Duvall, Executive Dean at Portland Community College, Rock Creek, will share her perspective on the political process for national appointments in education.
9:45 - 11:00 a.m. Concurrent Sessions
 "Mentoring Faculty and Classified Staff" Dr. Virginia Moskus et al.
 "International Job Exchange" "Educator's Bed and Breakfast" Karen Stone/Betsy Crist
 "The Art and Science of Goal Achievement" Julie Baker
 "Balancing Work and Family" Linda Donald
 "Legislating Morality: The Role of Politics in Determining Moral Issues" Oregon State Representative, The Honorable Margaret Carter
 "Embracing Diversity: What It Is and Isn't" Kathleen Saadat
11:00 - 11:30 a.m. Room Check Out
 Coffee for Campus Contacts, Healthy Walk Option, and Bookstore
11:45 - 1:30 p.m. Luncheon, Business Meeting and Musical Interlude provided by Motherlode
 Prize Drawing (must be present to win)
 Campus Meetings, an opportunity to discuss issues and network with women coworkers on your campus.

REGISTRATION FORM

NAME _____
JOB TITLE _____
MAILING ADDRESS _____
PHONE (DAYS) _____
PLEASE CHECK IF YOU NEED VEGETARIAN OR SPECIAL MEALS ☐
EXPLANATION _____

Enclosed is payment for registration, made out to "OREGON AAWCC." Payment covers: registration, packet, two lunches, one dinner and your Oregon AAWCC dues for 1994.

Refund request MUST be in writing prior to conference and there will be a \$25 service charge.

- ☐ \$99.00 registration fee up to December 1, 1993 (last day for advance registration.)
☐ \$115.00 On-site registration fee

Check here if you would like to apply for:

- ☐ Conference registration scholarship (one available)

Check here is you plan to attend:

- ☐ Thursday's National Leaders Breakfast
☐ Friday's Oregon Leaders Breakfast (PLEASE NOTE: PAYMENT FOR LEADERS BREAKFAST IS NOT INCLUDED AND MUST BE MADE ON-SITE.)

I HAVE ATTENDED:

- ☐ Oregon AAWCC Leaders Institute (Date _____)
☐ National AAWCC Leaders Institute (Date _____)
☐ AAWCC Leaders for Change (Next Step) Workshop (Date _____)
☐ AAWCC New Issues in Leadership (Renewal)(Date _____)
☐ Gender-based Team Building (Date _____)
☐ Kaleidoscope (Date _____)

MAIL REGISTRATION TO: Linn-Benton Community College
AAWCC c/o Virginia Moskus
6500 Pacific Blvd. SW
Albany, OR 97321

Questions on Registration: Virginia Moskus, 928-2361, ext. 262
Questions on Program: April Falkin, 967-6112

Hotel Registration: Call RED LION-LLOYD CENTER (503-281-6111) by November 17, 1993.
Occupancy rate: \$67 single/\$82 double, plus tax. Ask for the AAWCC Conference rate. Parking is free!

LEADERSHIP AWARD

Nomination Form

The Oregon State Chapter of the American Association of Women in Community Colleges will be presenting this LEADERSHIP AWARD to AAWCC members who have made an outstanding contribution to the development, growth, and advancement of women in community colleges in Oregon.

I NOMINATE _____

JOB TITLE _____

JOB SITE _____

NOMINATOR _____

JOB TITLE _____

JOB SITE _____

YEARS IN CURRENT POSITION _____

DAYTIME PHONE NUMBER () _____

Please restrict your attached support material to four pages. Return all documents by Friday, November 17, 1993, to:

*Marcia Keith
Assistant Dean of Instruction
Clackamas Community College
19600 S Molalla Avenue
Oregon City, OR 97045*

THANK YOU

- 7:15 - 8:15 a.m.

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

"National Politics and the 'Lokel Yokel'" Dr. Betty Duvall, Executive Dean at Portland Community College, Rock Creek, will share her perspective on the political process for national appointments in education.
- 9:45 - 11:00 a.m.

Concurrent Sessions

"Mentoring Faculty and Classified Staff" Dr. Virginia Moskus et al.

"International Job Exchange" "Educator's Bed and Breakfast" Karen Stone/Betsy Crist

"The Art and Science of Goal Achievement" Julie Baker

"Balancing Work and Family" Linda Donald

"Legislating Morality: The Role of Politics in Determining Moral Issues" Oregon State Representative, The Honorable Margaret Carter

"Embracing Diversity: What It Is and Isn't" Kathleen Saadat
- 11:00 - 11:30 a.m.

Room Check Out

Coffee for Campus Contacts, Healthy Walk Option, and Bookstore
- 11:45 - 1:30 p.m.

Luncheon, Business Meeting and Musical Interlude provided by Motherlode

Prize Drawing (must be present to win)

Campus Meetings, an opportunity to discuss issues and network with women coworkers on your campus.

REGISTRATION FORM

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JOB TITLE

MAILING ADDRESS

PHONE (DAYS)

PLEASE CHECK IF YOU NEED VEGETARIAN OR SPECIAL MEALS

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Refund request MUST be in writing prior to conference and there will be a \$25 service charge.

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- ☐ Gender-based Team Building (Date)
- ☐ Kaleidoscope (Date)

MAIL REGISTRATION TO:

Linn-Benton Community College

AAWCC c/o Virginia Moskus

6500 Pacific Blvd. SW

Albany, OR 97321

Questions on Registration:

Virginia Moskus, 928-2361, ext. 262

Questions on Program:

April Falkin, 967-6112

Hotel Registration:

Call RED LION-LLOYD CENTER (503-281-6111) by November 17, 1993.

Occupancy rate: \$67 single/\$82 double, plus tax. Ask for the AAWCC Conference rate. Parking is free!

If you would like to become a member of the Oregon State Chapter of AAWCC but will be unable to attend the Fall Conference, please fill out the following application.

MEMBERSHIP IN THE OREGON CHAPTER OF AAWCC

The Oregon Chapter of AAWCC is an organization of people in Oregon who are working to provide a forum for addressing women's issues and acknowledging women's achievements.

The Oregon State AAWCC follows the philosophy of the national organization:

"AAWCC is guided in all of its endeavors by a firm commitment to equity and excellence in education and employment for women in community, junior, and technical colleges. That commitment is translated into action at the national, regional, state, and local levels through AAWCC program, activities, and services."

The benefits of membership in the Oregon Chapter of AAWCC are:

- a yearly directory of all state members
- a personal copy of the Oregon newsletter
- networking that occurs between Oregon AAWCC members
- assistance in forming a college chapter
- state and national leadership development opportunities

**YOU ARE AUTOMATICALLY A MEMBER
OF THE OREGON CHAPTER OF AAWCC
WHEN YOU REGISTER FOR THE FALL
CONFERENCE.**



Application for Oregon State AAWCC Membership

____ New ____ Renew Date ____

Name ____

Position ____

College/Organization
Name ____

Address ____

____ Zip ____

Work Telephone () ____

Home Address ____

____ Zip ____

Please send mailing to my ____ home ____ office

Membership dues \$5.00

Make checks payable to

Oregon State AAWCC

Linda Blair

Chemeketa Community College

P O Box 14007

Salem, OR 97309-7070

I have attended

____ Oregon AAWCC Leaders Institute
(Date ____)

____ National AAWCC Leaders Institute
(Date ____)

____ AAWCC Leaders for Change (Next Step)
Workshop (Date ____)

____ AAWCC New Issues in Leadership
(Renewal) (Date ____)

____ Gender-based Team Building
(Date ____)

____ Kaleidoscope (Date ____)

For information about either the Oregon Chapter or the National Chapter of AAWCC, call: Patricia Bruneau-Gaber, (503) 888-7415

DID YOU KNOW YOU'RE NOT AUTOMATICALLY A MEMBER OF NATIONAL AAWCC?

Many people assume that joining the Oregon Chapter of AAWCC automatically grants them membership in National AAWCC. Not so. Membership in each organization needs to be applied for separately. Please see the following story for details. NOTE: If you register for the Fall Conference, you are automatically a member of the Oregon Chapter of AAWCC and do not need to fill out this application form.

MEMBERSHIP IN NATIONAL AAWCC

The National American Association of Women in Community and Junior Colleges was organized in 1973 and became a Council of the American Association of Community and Junior Colleges in February of 1974. Since then, both organizations have modified their names by deleting the reference to "Junior" colleges. AAWCC is the only National Organization working for the concerns of ALL women in community, junior, and technical colleges. AAWCC gives its members a wide variety of opportunities to gain and give support to other women.

AAWCC's programs, services, and publications provide a forum for addressing women's issues and acknowledging women's achievements.

Services provided by National AAWCC are:

- a national job bank to inform members of professional opportunities
- a network of professional colleagues
- National Leadership Institute (co-sponsored by AAWCC) for women interested in reaching top-level administrative positions
- legislative liaison which keeps women's need in the forefront of legislative action

Benefits of membership in National AAWCC include:

- national, regional, and state conferences and local college activities that offer opportunities to examine a variety of current educational issues, particularly those of concern to women
- professional development activities at the national, regional, state and local levels that provide opportunities for women to gain career development insights and to give presentations in areas of their expertise
- AAWCC Journal (annual) and the AAWCC Quarterly along with special interest publications provide articles and research by and about women in community, junior, and technical colleges.

There are 10 National AAWCC regions. Oregon is a member of Region X, which also includes Washington, Idaho, and Alaska. Region X has a representative to the National Board. She is Kathy Small from Walla Walla Community College.

The following is an application for National AAWCC membership. Note that the membership dues are determined by your salary range.

**Application for
AAWCC National Membership**

Individual Membership:

☐ New ☐ Renew Date* _____

Name _____

Position _____

College Name _____

Address _____

_____ Zip _____

College Telephone () _____

Home Address _____

Zip _____

Home Phone () _____

Please send mailing to my ☐ Home ☐ Office

Membership Dues Income

| | | |
|-------------------------------------|----------------------|-----------------------|
| <input type="checkbox"/> \$15 | Under \$15,000 | |
| <input type="checkbox"/> \$25 | \$15,001 to \$25,000 | |
| <input type="checkbox"/> \$40 | over \$25,001 | |
| <input type="checkbox"/> \$50-\$100 | Sponsor | Amount Enclosed _____ |

Institutional Membership:

☐ New ☐ Renew Date* _____

College _____

Address _____

_____ Zip _____

Telephone () _____

President or CEO _____

Other Designated Contact Person _____

☐ Enclosed is \$100 Institutional Membership Fee

☐ Please send me a Job Bank Application

Make checks payable to AAWCC. Send money and form to
AAWCC, 2702 North Main Street, Anderson, South Carolina 29621

* Your next year's membership will be due one year from this date. Please keep a copy of the above information for your records.

OFFICE USE ONLY

Ck. # _____ Recd. _____

Amt. _____ Region/State Membership # _____

For information about either the Oregon Chapter or the National Chapter of AAWCC, call: Patricia Bruneau-Gaber, (503) 888-7415



KEEPING IN TOUCH

This section of the newsletter is compiled from submissions from the campus contacts from each of the community colleges in Oregon. It is an attempt to "build community" among our sisters and sister institutions even though we are scattered widely in terms of geographically. A quotation from Beverly Simone, President of Madison Area Technical College, Wisconsin, and 1992-93 AACC Board Chairman, nicely states the rationale for "Keeping In Touch." Dr. Simone writes in her article entitled, "Building Communities" that "our collective stories and experiences could serve to inspire one another as well as others in our broader society as we tackle this common task of building communities."

CENTRAL OREGON

Marilyn Davis and Nancy Lee, two of four members of the Professional Technical Division of Central Oregon Community College, travelled to China this past June to participate in an educational exchange program between the Forestry Technical School of Shaanxi Province and COCC. The goals of this educational exchange included research cooperation, exchange of staff, publications, visitation, and technical expertise.

Congratulations to one of our COCC graduates, Helen Pruitt, Financial Aid Specialist, who graduated from OSU magna cum laude with a BA in Liberal Arts.

Lisa Verke was the ninth woman to finish the Ironman European Leg of the Ironman World Series on July 10, in Roth, Germany. Lisa finished the grueling competition in 10 hours, 7 minutes and 3 seconds. Lisa will participate in the World Championship that culminates the Ironman World Series at the end of October.

Judy Hoiness received her Masters in Illustration from Syracuse University, New York. While in Syracuse, Judy taught a one-day color workshop. One of Judy's water color paintings was juried into the 73rd Annual National Watercolor Society and will be on exhibit from November until January in Los Angeles. In addition, Judy was selected by the *Artist Magazine* as finalist in the experimental painting contest for 1993.

Marta Levai is teaching math at COCC on the Fulbright Teacher Exchange Program. Marta comes to us from the Dual Language Secondary Grammar School in Balatonalmadi, Hungary where she taught math and computer science in both Hungarian and English.

Marilyn Davis, Dean of Professional Technical Programs, has been chosen to be one of 22 participants in the class of '94 of "Leadership Bend." In its second year, the program participants will study a wide range of issues, including the economy, health and human services, growth, business development and other aspects of the Bend community throughout the year.

Deanna Metcalf, Data Control Clerk for Admissions/Records Office, represented COCC at the Leadership Institute in June. Deanna said that it was a wonderful experience and that it was even more than she expected. The experience sparked intense personal growth and reflection. She stated that she wished we could offer a similar workshop to all women at COCC.

CHEMEKETA

Administrative reorganization and downsizing at Chemeketa created a dean position which was filled by Connie Green (1990 AAWCC

Leader). Connie was "on loan" to the governor's office for the past academic year where she influenced state policy. Connie starts her 19th year with Chemeketa this fall. Welcome back Connie!

A formal effort to create a women's network was initiated this summer. A survey was sent to all women employees to invite their involvement in defining the need, purpose, and activities for the group. Organizing this effort were Maureen Felton, Assistant to the Vice President and 1993 AAWCC Leader; Joanne Stern, Short Term Training Coordinator and AAUW National Board Member; and Meg McGill, Extended Learning Coordinator and Oregon AAWCC campus contact.

In-service topics this fall included staff training in communicating without gender bias, thanks to the efforts of Judy Gohing, Personnel Director.

CLACKAMAS

Again this fall, the Clackamas Community College Focus on Women program offers a wide variety of activities. For those interested in communicating, Focus offers a credit class entitled "Gender and Communication," which introduces students to sociological theories and research regarding differences between women's and men's communication behaviors. For those experienced in climbing walls, there is a practical offering in rock climbing, which will start on a wall in the gymnasium and continue on some real rock faces. Then there are those of us interested in eating fruit. Packed off in a van, women will pick apples to take home from the orchards of the Hood River Valley. Finally, Carol Tenenbaum of Community Advocates will dispel some of the myths about sexual assault and explore options

KEEPING IN TOUCH

Cont. 8

to increase safety for those of us interested in "embracing our power" at an Issues Breakfast on campus. All in all, the Focus Program tries to provide a diverse offering of activities to meet the needs of our community.

COLUMBIA GORGE

Susan Munger completes her Master's degree this term at Portland State University. She will earn a Master of Science in Education with a PACE specialty (Post-Secondary, Adult, and Continuing Education). Susan is a Program Specialist at Columbia Gorge Community College in The Dalles. She teaches in the Single Parent/Displace Homemaker & JOBS programs, and sex equity classes. Susan also assists students with the college's Career Center resources and advises Phi Theta Kappa.

Susan will follow this academic milestone by beginning immediately on her doctorate at Portland State University.

LANE

Linda Waddell, Director of Financial Aid at Lane, has been selected as an ACE Fellows Program participant. ACE trains leaders for senior positions in higher education administration. Waddell was one of 31 fellows named nationwide in April. She is only the 12th person from Oregon to receive the fellowship and the first from an Oregon community college since the program's beginning in 1966.

Marie Matsen, Assistant to the President at Lane, was a presenter at the annual forum of the Association for Institutional Research, May 16-19, in Chicago. Her topic was "The Institutional Researcher as Interpreter and Critic of the Organization."

Linda Myers, Lane Chapter

AAWCC interim president, led Lane's second annual white water raft trip this summer. Courageous Lane women experienced two days of exciting rafting on the North Umpqua. This year's adventurous and hardy group was too busy paddling rapids and trying to stay in the rafts to have time for water fights.

LINN-BENTON

Sue Shulters, part-time EMT instructor, was selected to fill the position of EMT Coordinator in Health Occupations.

Ann Smart, Dean of Student Services and Extended Learning, received the Regional Leadership Award from the National Council of Community Service and Continuing Education which is an affiliate of AACC.

Julie Walker, LBCC Business Office, was the LBCC participant in the Oregon Leaders program this year.

Evonne Rutherford has been promoted to Executive Secretary to Ann Smart, Dean of Student Services and Extended Learning Division.

Barbara Rice formerly of Tillamook Bay Community College, has been hired as Albany Center Director.

Charlene Fella and Ann Smart received honorary memberships in LBCC's of Phi Theta Kappa.

Linda Dompier is president of the Classified Association and April Falkin is president of MESA, LBCC's Management Association.

Marti Stewart was selected to head the Center for Teaching Excellence.

Barbara Bessey has been named Program Coordinator for the Training section of the Training and Business Development Center.

April Falkin served as NASC (our regional accreditation body) evaluator at Butte Vocational/Technical Center in Butte, Montana, October 5-8, where she evaluated Nursing, Business, Library, and Related Instruction. Last April 13-16, she served at Highline Community College in Seattle, Washington, as an evaluator of the Humanities.

Debra Frey, Instructional Assistant and part-time faculty member in the Business Technology department, just finished a Masters of Education degree this past summer at OSU.

Due to the formation of a new division at LBCC, the College Services Division, and reorganization in other areas, the following women received promotions: Lori Allender was named Director/Affirmative Action Officer, Human Resources/Payroll; Laurie Trombley, Labor Relations and Compliance Coordinator, Human Resources/Payroll; Joan White, (past president of LBCC's AAWCC chapter) Administrative Assistant to the Dean, College Services Division; Kay Chapman (current president of LBCC's AAWCC chapter) is serving temporarily as Acting Director of Publications and Media Relations department.

Barbara Bessey, training specialist for the Training and Business Development Center, has recently co-authored a book with Dr. Ruth Stiehl of OSU's School of Education. "Managing Learning in High Performance Organizations: the Green Thumb Myth," challenges current paradigms about learning in today's workplace. It offers instead, a strategy for promoting learner mastery that can be used by classroom teachers, workplace trainers, and managers. Generously illustrated and supported by a set of feedback instruments, the "Green Thumb Myth" is for

(Cont. on pg. 16)

KEEPING IN TOUCH

Cont. ♀

anyone who wants to help others meet the accelerating learning demands of dynamic and fast-moving settings. The book is available at the LBCC and OSU Bookstores or through the Learning Organization, 752-1827.

LBCC is proud to announce that three outstanding women will be providing assistance and opportunities for LBCC staff, students and community members in various ways. Ernestine Berkey, member of the US Commission for Civil Rights, will be consulting with and co-presenting with Charlene Fella and Tammi S. Paul, at the NACA (National Association for Campus Activities) Conference in Tacoma, Washington, and at the Oregon AAWCC Conference in Portland.

On January 20, in Takena Hall, LBCC, 9-9:45am, Mrs. Frances Hooks, National Coordinator for Women in NAACP, will be speaking as part of the Martin Luther King, Jr. Celebration. Her topic will be the "Changing Role of the African-American Woman."

Mary Spilde, Dean, Business Training and Health Occupations, is serving on the Oregon Workforce Quality Council Team and is participating in the European Institute on Workforce Development, October 8-19, in Denmark and Germany. The group will be studying ways to improve building capacity of business and labor to participate in workforce quality at a regional level and examining ways to improve the connection between workforce development and regional economic development.

MT HOOD

Mt Hood Community College welcomes Karen Knight to a new administrative position as grant developer and writer. Karen began her duties in July, coming from Chemeketa Community College.

Previously, she worked as program officer for Meyer Memorial Trust. Karen has taken on her duties with great energy and skill and sees her role as a chance to "help people turn creative ideas into creative programs."

Linda Neuman, MHCC's representative to the Oregon Leadership Institute, had high praise for the conference held in June at Silver Falls. She noted the great strength of women working together, finding connections with one another, and learning ways to build personal competence and confidence.

Joylyn Woodard has begun planning for MHCC chapter meetings and events for 1993-94.

Sue Byers-Conon, of MHCC's Allied Health Division, received this year's conference of the American Occupational Therapy Association Award of Excellence. Byers' award is the highest association honor. It is given to an individual who has made an outstanding contribution to the advancement of occupational therapy and recognizes those who exemplify the highest level of technical skills and knowledge that benefit the profession of occupational therapy.

As rewarding as national recognition is said to be, Byers' feels her greatest satisfaction is "seeing the transition as the students leave the classroom and go on to their clinical training—and become my peers."

In July, Pam Jackson was named Executive Secretary to Dr. Gretchen Schuette, Executive Vice President at MHCC.

PORTLAND

The Portland Community College Foundation honors a few individuals annually by bestow-

ing Staff Excellence Awards. This year there are seven winners, five of whom are women: Gert Bernstein, Student Development Specialist, Sylvania campus, and AAWCC/PCC Chapter VP for Membership and recent National Institute for Leadership participant; Diane Buckiewicz, PE instructor, Sylvania; Flora Lippert, Reference Librarian, Sylvania; Margie Peterson, office manager for the Women's Resource Center, Cascade campus; and Carolee Schmeer, instructor and Learning Disabilities Specialist, Sylvania. Each person receives a check for \$1000 and a plaque of recognition.

1993-94 Board of AAWCC/PCC Chapter participants:

Lynn Geis, President
Berniece Owen, Vice President
Betty Kay, VP of Finance
Gert Berstein, VP of Membership
Mary Ellen Edwards, VP of Communication
Amy Youngflesh, VP of Records
Susan Bach, Past President

This year the board is looking forward to quarterly meetings open to all college employees and their guests; Women's History Month activities that will try to match the quality of last year's extensive program; and participation in Take Our Daughters to Work Day, sponsored by the MS Foundation.

ROGUE

The Rogue Community College chapter of AAWCC is busy selling raffle tickets for a drawing to be held November 23. First prize will be a beautiful dried flower wreath. The proceedings from this drawing will go toward a scholarship for the 1994-95 school year. This year's scholarship recipient is Wendy Robertson. She was given \$300 to go toward her educational expenses. At the spring chapter meeting, Linda Willis and Sylvia Leonard, spoke to the chapter about nutrition, self-esteem, and self-image. Susan Bates, chapter

KEEPING IN TOUCH

Cont. ♪

President, attended the second Oregon Institute for Leadership Development last June. She gave a report of what she learned at the fall chapter meeting. The chapter is now making plans to attend the State meeting in December.

TILLAMOOK BAY

Bobbi Brice recently the position of Director of Student Services at Tillamook Bay Community College. She began her association with the college in 1983 as an instructor for the ABE/GED Program, while working full-time for the ESD teaching students with learning disabilities. While continuing to work part-time for the ESD, she was hired by the college to work as a Student Advisor.

Since 1989, Ms. Brice has served capacities. As Special Needs Counselor, she coordinated services for TBCC students with disabilities. In the position of Program Developer, Bobbi wrote, administered and implemented grants; coordinated the Marine Safety Training; and was a member of the Planning Committee for Welfare Reform.

In 1991, Brice bought the New Visions Grant Program to TBCC. This program offers support to single parents and displaced homemakers who are seeking to reenter the workplace. New Visions will begin its second term this Fall.

TREASURE VALLEY

Joann Patterson stands only five feet two but she feels like she's ten feet tall. On May 20, the 60-year old Ontario woman achieved a lifelong dream of receiving her high school diploma at the Adult Education Celebration held in the Learning Center at Treasure Valley Community College.

Joann was born in Missouri and has lived in the Western Treasure Valley since 1963 first in Payette and since 1971 in Ontario. After working for Singer for 17 years, her husband, Pat, quit and the two started their own small appliance repair. Now known as Pat's Vac and Sew, the business has been operating for the past 23 years.

Joann's childhood experience with school was not good and consequently she received a poor education. "In my grade school there were eight classes in one room and I was the only first grader," she said. "Nobody paid attention to me and it was like that almost every year." Joann said she was afraid to ask any questions and the only things she learned were from the blackboard or were from things she saw.

She quit school her junior year and got engaged. She said she wanted to finish her education and intended to go back but there was never time. Five children, eight grandchildren, a family business and years later, Joann made up her mind to find the time to take some classes. "It was on my mind all the time and one day I just announced to the family I was going back to college to get my GED," she said.

After evaluation and assessment tests were taken Joann began her GED program. Joann said all her children completed their high school education but never knew that their mother didn't have her diploma. They were equally surprised when they received invitations to the GED Celebration indicating that she was listed on the program as one of the speakers. Three of her children, her husband Pat and friend Patsy McConkey all attended the graduation event to share in Joann's big accomplishment.

If Joann could give anyone advice she would tell them to "just start and keep with it. You have to have the will to do it. You slip, but I doggedly kept at it. I feel ten feet tall," she stated. "I am no longer a third class citizen, I'm a first class citizen."

UMPQUA

Marie Rasmussen, Fine & Performing Arts Chair, was awarded a Fulbright Seminars Abroad Grant for Morocco and Tunisia in the summer of 1993.

Kelly Stelzer, Social Studies faculty, is the Chair elect and Fundraising Chair for Roseburg Battered Persons Advocacy along with serving for a second year as president of the UCC Senate.

Margaret Ellis, Admissions and Records Manager, has started a Master of Arts program in Marriage and Family Counseling at Northwest Christian College.

.....



EDITOR: Marcia Keith
LAYOUT: Lynda Myers
Karen Yowell

Contributors: Christine Kerlin, Meg McGill, Lynne Maloney, Judy Cochran, Julie Baker, Joan White, Margaret Gratton, Lynn Geis, Jeanne Wheaton, Merry Whitney, Cathy Ysuda, Linda Erickson, Diane Mulligan, Lily O'Reilly, Stephanie Sussman, April Falkin, Marcia Keith.

WANTED!!

Any anti-bias resource targeted for community college use.

1993-94 National leader, Maureen Felton, is developing a set of anti-bias resources for new faculty. Do you know of any resources to help faculty develop their course outlines, write their handouts, and teach in an atmosphere that honors diversity and creates equality in the classroom?

CALL, WRITE, FAX

Maureen Felton, Assistant to the Vice President, Chemeketa Community College, PO Box 14007, Salem, OR 97309-7070. Phone: (503) 399-6145, Fax: (503) 399-5214.

THANKS!!



CAMPUS CONTACTS



1. Cynthia Hilden, Blue Mountain, 276-1260
2. Kathy Findlay-McCutchen, Central Oregon, 383-7263
3. Meg McGill, Chemeketa, 399-6564
4. Lynne Maloney, Clackamas, 657-6958, ext 2527
5. (No one presently identified), Clatsop, 325-0910
6. Judy Cochran, Columbia Gorge, 296-6182
7. Julie Baker, Lane, 747-4501
8. Joan White, Linn-Benton, 928-2361, ext 219
9. Margaret Gratton, Mt Hood, 667-7191
10. Ardis Van Rassel, Oregon Coast, 265-2283
11. Karen Garst, OCCA, 399-9912
12. Marilyn Lane, OR Dept. of Ed., 378-8585
13. Lynn Geis, Portland, 244-6111, ext. 2383
14. Jeanne Wheaton, Rogue, 471-3500
15. Patricia Bruneau-Gaber, Southwestern, 888-7329
16. Merry Whitney, Tillamook Bay, 842-8222
17. Cathy Ysuda, Treasure Valley, 889-6493, ext. 266
18. Linda Ericksen, Umpqua, 440-4600, ext. 701

NOTICE OF PROPOSED AMENDMENT TO OREGON AAWCC BY-LAWS

The election of Oregon AAWCC officers and board members has become unbalanced. In one year seven new members are elected for two-year positions on the board and in the other year only two members are elected for two-year positions. To balance the number of new members coming on to the board each year (five new members on even numbered years and four new members on odd numbered years) the AAWCC Board of Directors proposes the following amendment to the by-laws. The vote on this change will be held at the annual membership meeting held at the Oregon AAWCC Conference, December 10, 1993.

1. **That for the 1994 Oregon AAWCC election only . . . Two member-at-large board positions will be elected for two-year terms and one member-at-large board position will be elected for a one-year term. After this one-year position is served in 1994, it will be changed back into a two-year position for the 1995 and all subsequent years.**

2. **That the election for Vice President of Finance not occur in the 1994 election and that the incumbent remain in that position for one additional year. This will move the election of the Vice President of Finance to 1995, and every two years thereafter.**

3. **Change To Article IV, Section 5. VACANCIES**

Old wording: The Executive Committee shall appoint a replacement, should any office become vacant. The person appointed shall serve until the next regular election.

New wording: The Executive Committee shall appoint a replacement, should any office become vacant. The person appointed shall serve until the next regular election for that position.

4. **Change To Article VI, Section 1A.**

Old wording: Notice of proposed amendment(s) is mailed to every member at least 45 days prior to the conference at which amendment(s) will be considered.

New wording: Notice of proposed amendment(s) is mailed to every member at least 30 days prior to the conference at which amendment(s) will be considered.

5. **Change To Article VI, Section 1B.**

Old wording: That the amendment(s) is proposed by a majority of the Executive Committee within 45 days of the conference at which such amendment(s) will be considered.

New wording: That the amendment(s) is proposed by a majority of the Executive Committee within 30 days of the conference at which such amendment(s) will be considered.

WANTED!!

Any anti-bias resource targeted for community college use.

1993-94 National leader, Maureen Felton, is developing a set of anti-bias resources for new faculty. Do you know of any resources to help faculty develop their course outlines, write their handouts, and teach in an atmosphere that honors diversity and creates equality in the classroom?

CALL, WRITE, FAX

Maureen Felton, Assistant to the Vice President, Chemeketa Community College, PO Box 14007, Salem, OR 97309-7070. Phone: (503) 399-6145, Fax: (503) 399-5214.

THANKS!!

| ○ | CAMPUS CONTACTS |
|---|--|
| | |
| | 1. Cynthia Hilden, Blue Mountain, 276-1260 |
| | 2. Kathy Findlay-McCutchen, Central Oregon, 383-7263 |
| | 3. Meg McGill, Chemeketa, 399-6564 |
| | 4. Lynne Maloney, Clackamas, 657-6958, ext 2527 |
| | 5. (No one presently identified), Clatsop, 325-0910 |
| | 6. Judy Cochran, Columbia Gorge, 296-6182 |
| | 7. Julie Baker, Lane, 747-4501 |
| ○ | 8. Joan White, Linn-Benton, 928-2361, ext 219 |
| | 9. Margaret Gratton, Mt Hood, 667-7191 |
| | 10. Ardis Van Rassel, Oregon Coast, 265-2283 |
| | 11. Karen Garst, OCCA, 399-9912 |
| | 12. Marilyn Lane, OR Dept. of Ed., 378-8585 |
| | 13. Lynn Geis, Portland, 244-6111, ext. 2383 |
| | 14. Jeanne Wheaton, Rogue, 471-3500 |
| | 15. Patricia Bruneau-Gaber, Southwestern, 888-7329 |
| | 16. Merry Whitney, Tillamook Bay, 842-8222 |
| | 17. Cathy Ysuda, Treasure Valley, 889-6493, ext. 266 |
| ○ | 18. Linda Ericksen, Umpqua, 440-4600, ext. 701 |
| | |
| | |

NOTICE OF PROPOSED AMENDMENT TO OREGON AAWCC BY-LAWS

The election of Oregon AAWCC officers and board members has become unbalanced. In one year seven new members are elected for two-year positions on the board and in the other year only two members are elected for two-year positions. To balance the number of new members coming on to the board each year (five new members on even numbered years and four new members on odd numbered years) the AAWCC Board of Directors proposes the following amendment to the by-laws. The vote on this change will be held at the annual membership meeting held at the Oregon AAWCC Conference, December 10, 1993.

1. That for the 1994 Oregon AAWCC election only . . . Two member-at-large board positions will be elected for two-year terms and one member-at-large board position will be elected for a one-year term. After this one-year position is served in 1994, it will be changed back into a two-year position for the 1995 and all subsequent years.

2. That the election for Vice President of Finance not occur in the 1994 election and that the incumbent remain in that position for one additional year. This will move the election of the Vice President of Finance to 1995, and every two years thereafter.

3. Change To Article IV, Section 5. VACANCIES

Old wording: The Executive Committee shall appoint a replacement, should any office become vacant. The person appointed shall serve until the next regular election.

New wording: The Executive Committee shall appoint a replacement, should any office become vacant. The person appointed shall serve until the next regular election for that position.

4. Change To Article VI, Section 1A.

Old wording: Notice of proposed amendment(s) is mailed to every member at least 45 days prior to the conference at which amendment(s) will be considered.

New wording: Notice of proposed amendment(s) is mailed to every member at least 30 days prior to the conference at which amendment(s) will be considered.

5. Change To Article VI, Section 1B.

Old wording: That the amendment(s) is proposed by a majority of the Executive Committee within 45 days of the conference at which such amendment(s) will be considered.

New wording: That the amendment(s) is proposed by a majority of the Executive Committee within 30 days of the conference at which such amendment(s) will be considered.

OREGON AAWCC BOARD MEMBERS 1993-1994

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