

American Association of Women in Community and Junior Colleges

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A Council of the American Association of Community and Junior Colleges

Spring 1991 Oregon Newsletter

WOMEN'S HISTORY MONTH: AN OREGON CELEBRATION!

Emma Mendez



Born and raised in a little village on the island of San Miguel in the Azores off the coast of Portugal, Emma was the eldest of four daughters and educated beyond her status as a woman because of an indulgent father. At 18, she was forced to marry Joe Machida rather than the man she loved because Joe supposedly had better prospects. They immigrated to America where immigration officials changed their name to Coffa. Emma and Joe settled in the San Joaquin Valley and spent their lives as dairy farmers, living in abject poverty. Emma had 14 children, including three sets of twins; only seven of the children survived.

Oregon community colleges came alive this spring with the sights and sounds of women as campuses statewide organized activities to recognize National Women's History Month 1991. This year's theme was "Nurturing Tradition, Fostering Change."

The woman pictured at left is the grandmother of Charleen Maclean, coordinator of the Displaced Homemaker/Single Parent Program at Lane Community College. This woman's image and story were selected from a display of many LCC staff foremothers that was created for the celebration of Women's History Month. This display continues to grow as LCC women add pictures and family stories.

"Mothers of Invention" was the title of an exhibit at Portland Community College. This exhibit celebrated student mothers who balance work, school, and family life, heralding the unsung, everyday triumphs of women that are too often overlooked.

Central Oregon Community College deserves a special creativity award for its Women's History Month events. Among the many offerings at COCC, participants were invited to meet remarkable women from the past in person as they discussed their lives. Dropping in for conversation were Abbess Hilda, Margery Kempe, Sojourner Truth, and Fanny Kimble.

At Mt. Hood Community College, Margie Boule, a columnist for The Oregonian, was a featured speaker. She spoke on "Women's Roles and Responsibilities in the 90's."

Other events and activities are described in the boxes throughout this newsletter. Store them in your thinking caps for next year's celebration.

1991 STATE CONFERENCE

The annual conference is scheduled for December 5 and 6 at the beautiful Marriott Hotel in downtown Portland. It's not too soon to block out your schedule for this opportunity to enjoy stimulating keynotes and workshop presentations.

Women's History Month

At PCC, Mary Wendy Roberts, Oregon Commissioner of Labor and Industry, participated in the kick-off of Women's History Month; Hilda Thompson, sex equity specialist for the Oregon Department of Education, was the featured guest at a breakfast; and Yu Cai, a visiting professor at Portland State, spoke on the subject of women in China.

SULLIVAN ON LEADERSHIP

Last December, Dr. Leila Gonzales Sullivan, president of Middlesex Community College in Connecticut, spoke at the fourth annual conference of the Oregon AAWCJC on the subject of leadership. The following is a summary of her speech.

Traditionally, it has been thought that leaders were born, not made. Alternately, some have believed that leadership arises out of situations--that leaders are made, not born. Others have thought motivation produces leadership; for example, people who desire power will aspire to become leaders. The basis for the AAWCJC's theme of leadership at all levels is that it takes both environment and personality into account.

Leadership is difficult these days. We have become "electronically isolated," able to work, shop, be entertained, pay bills, and even participate in conferences without leaving home. The distance that electronics allows has made it difficult for leaders and followers to interact. Furthermore, leaders are expected to know it all, but the complexity and volume of information to which we are subjected every day make that impossible. Finally, many potential leaders prefer not to subject themselves to the close scrutiny that today's leadership automatically confers.

But as difficult as leadership is today, good leaders are needed more than ever. What qualities should a good leader have? The vision to see what the organization or situation should be at its very best; the ability to communicate this vision in a compelling manner; the ethics to act in ways that are balanced and fair; finally, the courage to overcome fear and act when necessary.

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BOARD RETREAT

On April 3 and 4, the state Board and conference planning committee members ignored torrential rainfall and drove from as far away as Coos Bay to participate in the first annual planning retreat at Marylhurst College. Ideas flowed as we got to know each other over cheese and wine. Several lively brainstorming sessions produced prioritized issues for the organization for next year:

1. **member services**, such as the annual conference, a directory of membership expertise, campus contact training and an expanded newsletter.
2. **recognition programs**, such as an awards banquet, "Woman of the Year" award, public announcements of promotions, degrees.
3. **promotion of leaders at the college level**; candidate identification and recruitment and leadership seminars, for instance.

Your input is essential to the development of this exciting organization, so don't forget to complete the speak up! sheet so that your ideas and interests can be incorporated into the overall goals of the organization as it grows and flourishes.



Congratulations

to new State AAWCJC Board members:

Meg McGill, vice-president, Professional Development

Sue O'Rielly, vice-president, Special Projects

Lynne Swift, vice-president, Communications

Special thanks to Hilda Thompson and Jacky Hagan for their hard work on the election. It's especially wonderful to note that those people who weren't elected this time around enthusiastically offered to serve on various committees.



Speak up!

What member services do you think AAW should be offering? What is important to you, personally? Some possibilities generated at the retreat are: *a membership directory that includes member expertise, a job bank, mentorship opportunities, speakers and workshop exchange, expanded newsletter, social experiences, problem solving exchange*

On your campus, how are staff funded to attend the State Conference? Are there limitations? What kinds?



Have you ever gone to a workshop or conference or participated in an exchange or mentorship that significantly altered your professional or personal life (or both!)? What professional development activity has meant the most to you? Share that experience in a paragraph or two, and we'll print all the responses—inspiration begets inspiration.



Please mail responses to Lynne Swift, Training and Development, Lane Community College, 4000 E. 30th Ave. Eugene, OR. Responses may be anonymous.

DUVALL ON WOMEN IN WORKFORCE

Dr. Betty Duvall, executive dean at Portland Community College, made the following points during her speech at the 1990 Oregon AAWCJC Conference.

The composition of Workforce 2000 is predicted to be predominantly female and minorities, yet few women have reached top positions in either the private or public sector. Women continue to face subtle stereotyping; even the most powerful bounce off the "glass ceiling," an invisible barrier above which women and minorities do not rise. For instance, only 154 of 1200 community college presidents are women. Few women head large institutions.

In The Glass Ceiling, top women managers identified six success factors: help from above; a track record of achievement; desire to succeed; ability to manage subordinates; willingness to take career risks; and the ability to be tough, decisive and demanding. They believed that it was not enough to work hard or to work smart.

A survey of women in Oregon community colleges yielded these results:

- 71%** were not satisfied with their present positions.
- 50%** felt being a woman neither helped nor hindered them
- 34%** felt being a woman did hinder them.
- 51%** felt hindered by perceptions others had of them.

56% felt helped by their willingness to take risks.

35% felt helped by their educational level.

45% felt hindered by their educational level.

Most preferred to advance within their own institutions or within the state but felt they were unlikely to advance within their own institutions. In addition, most felt neither helped nor hindered by age or race.

The top four factors Oregon women considered necessary for success were:

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... AND THE REST IS HERSTORY.

Clatsop COMMUNITY COLLEGE

Linda Gallino, coordinator of Adult Secondary Education and **Judy Adams**, coordinator of the Work and Family Program at Clatsop Community College wrote and were awarded a grant for \$29,466 from the Youth Services Commission. The program is designed to provide intensive services to high school students at risk for dropping out of school and includes case management, life skills instruction, parenting classes, assistance with child care, transportation and tutoring, vocational and educational counseling, and driver's education. Other program staff include **Sara Beeson**, case manager, and **Carol Puls**, support staff. The completion rate is the highest it's ever been for this program, thanks to the dedication and commitment of the staff. Congratulations!

☆☆☆

Clatsop Community College graduate, **Carol Puls**, is working on a B.A. in Business Management through the Linfield/Clatsop program while working full time as secretary for Developmental Programs. Because of her tight schedule, she has used her activities with the classified union as an on-the-job training project which will give her credit towards her bachelor's and master's degree. Carol is president of the local unit and spokesperson for the 1991-92 negotiations.

☆☆☆

Donna Pomeroy is the new administrative assistant to President Doreen Dailey. Her impressive organizational skills and secretarial background (and a lot of hard work) have made it possible for her to plunge into the massive reorganization brought about by Measure 5. In June, she will accomplish one of her lifetime goals, an Associate of Arts degree in Liberal Arts and Sciences, obtained while working full time and attending night classes. She also dabbles as a stand-up comedienne, and last December entertained the staff at the Annual Staff and Faculty holiday party.

☆☆☆

Anne Klinger, fencing coach and instructor, is definitely on the cutting edge of her coaching and

teaching career, both as a member of the Physical Education staff and as the current 10th ranked "epeeist" in United States fencing. Winner of the gold medal in epee fencing at the U.S. Olympic Festival last year, she has also brought her fencing club to the same levels of excellence. They have been named U.S. National Champions for the past two years, and several of the fifteen member club have qualified to compete nationally. Klinger has been fencing for 15 years. She was the first woman in the U.S. to coach a men's fencing team competing in a Big-10 conference. Klinger plans to participate in the National Championships to be held in Chicago in July.

Lane COMMUNITY COLLEGE

Lane Community College has joined the ranks of other community colleges in Oregon with the formation of its own campus chapter of AAWCJC. Women at Lane have chosen **Velma Jesser** as president, **Lynne Swift** as president-elect, **Cheryl Alonso** as VP for communications, **Judith Gabriel** as VP for special projects, **Sharon Thomas** as VP for professional development, **Shirley Perry** as VP for finance, and **Rosemary Busby** for member-at-large. Velma, Lynne, and Sharon are former attendees of the National Institute for Leadership Development. The Chapter's first function was a well-attended presentation by Dr. Jane DeGidio, Dean of Students at the University of Oregon, on risk taking.

Women's History Month

KLCC, LCC's radio station, has aired a weekly women's music program for the past ten years. An active group of female volunteers and staff ensures that other programming addresses women as well. This spring KLCC carried shows on women in the Middle East and on women's blues music. They also ran a half-hour special on women writers and an interview with Bernadette Valleley, founder of the Women's Environmental Network. KHMD, at MHCC, aired a two-hour special on great women in jazz during Women's History Month this year.



Women's History Month

COCOC invited students and staff to come to school dressed as their favorite woman in history. In addition, a timeline contest was held; people were invited to take part in a month-long search for important contributions and events in women's history.

Becky Newcombe, work study coordinator, and **Jane Scheidecker**, Small Business Development Center director, have been chosen to participate in the National Institute for Leadership Development program for two-year college women administrators and faculty. Each will attend a leadership skills workshop May 18-24 in Hartford, Connecticut, at Manchester Community College. Newcombe already is working on integration of the work study database with other information in the LCC's mainframe computer. Her mentor is Vice President for Student Services Bob Marshall. Scheidecker will work to develop a model of cooperation and interaction between noncredit and credit programs at LCC. LCC President Jerry Moskus will act as her mentor. Newcombe has a bachelor's degree in Public Policy, Planning and Management from the University of Oregon, and associate degrees in integrated office systems and general science from LCC. Scheidecker has masters degrees from the American Graduate School of International Management in Glendale, Arizona, and the University of Washington, and a bachelor's degree from Eastern Montana College.

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Congratulations to **Velma Jesser**, Business Dept. instructor, who successfully completed the oral defense for her Ph.D. in Educational and Policy Management at the University of Oregon. Velma completed her coursework and dissertation in three years while working full-time.

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Nursing instructor **Annette Newman** co-presented a workshop at an annual national conference for nursing research and clinical practice. The conference, "Key Aspects of Elder Care" was held April 11-13 in Chapel Hill, North Carolina. Annette's presentation covered "Delirium in Elderly Hospitalized Patients." As well as teaching at LCC, Annette is a graduate student at Oregon Health Sciences University.

Portland COMMUNITY COLLEGE

This year, two PCC women are participating in the National Institute for Leadership Development program: **Barbara Swanson**, director of the Learning Resources Center, is working on a project titled "Enhancing the Instructional Process at PCC." Barbara's mentor is Jim Van Dyke. "Development of a District-wide Plan for Child Care at PCC" is the title of Home Economics and Hospitality Department chair **Sonya McDowell's** project. Sonya's mentor is Rock Creek Executive Dean Betty Duvall.

Rogue COMMUNITY COLLEGE

Cynthia Hauser, assistant to the president, completed her bachelor's degree from Eastern Oregon State College in June 1991 and was granted a one-year professional growth leave for 1991-92 to pursue her master's degree.

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Four classified staff were recently promoted to management positions:

Susan Bates was made assistant to the dean of Administrative Services. She was previously administrative secretary to the dean of Administrative Services.

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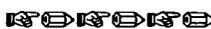
Patricia MacLaren was promoted to assistant to the dean of Business and Industry Services. She was previously administrative secretary to the dean of Business and Industry Services.

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Elizabeth O'Bryan was promoted to assistant to the dean of Student and Community Services from her position as administrative secretary to the dean of Student and Community Services.

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Jeanne Wheaton recently completed her bachelor's degree at SOSOC and was promoted to bookstore manager from her previous position as financial aid specialist.

More on next page 

Gwen Gould, Nursing Department faculty member, was recently installed as UCC Council President.

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Sue Windsor, placement director, has been selected by the OSU Extension Service to serve as a budget committee member.

☆☆☆

Linda Erickson, Computer Systems, Umpqua Community College faculty, is the new chair-elect for the Faculty Section.

☆☆☆

Jacky Hagan, UCC vice-president for Student Services, was recently appointed to the National AACJC Student Development Council as the AACJC staff liaison.

CAMPUS CONTACTS

Cynthia Hilden, Blue Mountain
Jill Ward, Chemeketa
Linda Oldencamp, Clatsop
Julie Baker, Lane
Margaret Gratton, Mt. Hood
Lynn Kauffman, Oregon Coast
Diane Mulligan, Portland
Cathy Maeda, Treasure Valley
Barbara Davey, Southwestern Oregon
Karen Stone, Clackamas
Judy Cochran, Columbia Gorge
Jackie Schamp, Linn-Benton
Karen Garst, OCCA
Hilda Thompson, Dept. of Education
Susan Bates, Rogue
Merry Whitney, Tillamook Bay
Jacky Hagen, Umpqua
Christine Kerlin, Central Oregon

KEEP IN TOUCH!

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SULLIVAN ON LEADERSHIP, continued

The essence of the new leadership: you convince others to follow your leadership rather than coercing them. Quoting John Gardner:

"The most effective leadership in the future will be provided by an individual, or better yet a loosely linked group of individuals who have: (1) the patience to work in the context of complexity and pluralism; (2) the intellectual clarity to conceptualize a workable consensus; (3) the flexibility to revise their conception; (4) the integrity to win the trust of contending forces; and (5) the persuasiveness to mobilize a constituency of willing allies in pursuit of goals that are tolerable to all. All of these qualities need not reside in one person. They may be shared in differing degrees by members of the group."

Women are comfortable with many of the qualities essential to good leadership but sometimes falter with issues of power, conflict, and visibility. Perhaps within the context of "team as leader" women will find it easier to assume leadership roles. However, we can't sit and wait for leaders to emerge. Everyone is capable of learning to lead. Today's AACJC leaders must assume the teaching role. Only two things are necessary in return: believe in yourself as a leader, and give back to others as much as you have been given.

DUVALL ON WOMEN..., continued

A successful track record
Educational level
Type and amounts of work experience
Visibility within the institution

"A good mentor" was ranked near the bottom; "support from other women" was rated as least important.

This survey suggests that women in Oregon community colleges cling to the notion that hard work and proper credentials will result in recognition and promotion. This contrasts with the broader survey in which a good mentor or help from above were judged to be the most significant factors in promotions.

LANE HOSTS LEADERS' INSTITUTE

Lane Community College will host the National Institute for Leadership Development, June 8-14 in Eugene. Lane has sent 21 women to the National Institute for Leadership Development since 1981. Former leaders are invited to attend sessions as guests and may obtain information on the June session by contacting Julie Baker, Lane Community College, 747-4501, extension 2544.

Goose Sense

This spring when you see geese heading back north for the summer, flying along in a V-formation, you might be interested to know what scientists have learned about why they fly that way. It has been learned that as each bird flaps its wings it creates an uplift for the bird immediately following. By flying in a V-formation the whole flock adds at least 71% greater flying range than if each bird flew on its own. Basic truth #1: people who share a common direction and a sense of communication get where they are going quicker and easier because they are traveling on the trust of one another.

Whenever a goose falls out of formation it suddenly feels the drag and resistance of trying to go it alone and quickly gets back into formation to take advantage of the lifting power of the birds immediately in front. Basic truth #2: If we have as much sense as a goose we will stay in formation with those who are headed the same way we are going.

When the lead goose gets tired, it rotates to the back and another goose flies the point. Basic truth #3: It pays to take turns doing hard jobs, with geese flying north or with people.

The geese honk from behind to encourage those up front to keep up their speed. Basic truth #4... We need to be careful what we say when we honk from behind.

Finally, when a goose gets sick or is wounded or is wounded by gunshot or falls out, two geese fall out formation and follow down to help and protect it. They stay with that goose until it is able to fly or until it is dead, then they launch out on their own or with another formation to catch up with their group. Basic truth #5: If we have the sense of a goose we will stand by each other.

An excerpt from Harvey O. Bennett's May 5, 1990, address to RCC's Phi Theta Kappa--submitted by Umpqua Community College

