

Virginia Network NEWS

The Newsletter of the Virginia Network of the American Council on Education

Women as Change Agents

By **Anne C. Schroer-Lamont**

Washington and Lee University

Women as Catalysts for Change was the theme of the Virginia Network for Women Leaders in Higher Education State Conference held on the University of Richmond campus on February 22, 2002. One hundred sixty women gathered to celebrate the significant accomplishments and contributions of every woman present. Dean Laurie Neff from Westhampton College of the University of Richmond and Fran Bradford, coordinator for Government Relations for SCHEV, organized the outstanding program and ensured that

CONTENTS

Women As Change Agents	1
Celebrating 25 Years of the ACE Network	3
Women Presidents Are Doing It <i>Their Way</i>	3
Virginia Network Plans Conference for Women of Color	4
How Are Women Doing on Virginia Campuses?	4
Ten Senior Seminar Classes Come Together at Reunion	5
Book Report	5
VCCS Appoints Dr. Antonette Cleveland Vice Chancellor for Academic Services & Research ..	6
<i>Vagina Monologues</i> Brings Message to Virginia Campuses	6
Ways to Connect Women on Campus	6
IR Corner	7



Panelists spoke about their experiences creating change. Pictured from left, Secretary of Education, Belle Wheelan; Executive Assistant to the Provost at the University of Virginia, Laura Hawthorne; University of Richmond Provost, June Aprille, and University of Virginia Professor of Education, Margaret Miller.

attendees were intellectually stimulated, connected to professional counterparts on other campuses, and well fed throughout the day.

Dr. Margaret (Peg) Miller, professor in the University of Virginia Curry School of Education's Department of Leadership Foundations and Policy was the keynote speaker. Peg is well known in the Virginia Network as a former member of SCHEV and more recently as the president of the American Association of Higher Education. Peg's address had two main themes: a futuristic look at the changing role of higher education; and the challenges that women will face as professors and administrators. She identified a number of

continued on page 2

continued from page 1

problems we would all face in higher education: accessibility and affordability for all classes, ages and races; budget shortfalls and the need to do more programs on less money; and changing faculty issues, including growing numbers of adjuncts and declining tenure opportunities.



Secretary of Education Belle Wheelan talks about the qualities of a good leader.

Dr. Peg challenged women administrators in higher education to consider the “Lewis and Clark form of management” and the example of Sacagawea. She urged women to be collaborative, capable, tough, and interdependent. Leaders must be flexible and share the values of the institution. Sacagawea really wanted to see the West; she got into the spirit of the trip; she was useful as an interpreter; she served as a trailblazer during the expedition to the West, and had a willingness to speak to the leaders of the other Indian tribes. She was an “informal” leader, and she carried a peaceful signal, the baby on her back. We carry the “future” on our backs, so think—“What will be best for the students?” Peg ended her address by saying, “True sisters of Sacagawea, remember the baby you carry on your back...it will make you quite fierce!” (For a full text of Dr. Miller’s speech, go to: ace.prov.vt.edu/speech.pdf)

Peg then moderated a panel presentation with Dr. Belle Wheelan, Secretary of Education for the Commonwealth of Virginia, Dr. June Aprille, provost at the University of Richmond, and Dr. Laura Hawthorne, executive assistant to the provost at University of Virginia. June focused her remarks on “Institutional Change and Personal Change.” She noted that change occurs when there is disequilibrium. Transitions create disequilibrium. When changing positions, one must give up what one is leaving in order to grasp fully the new assignment. She says change can be inspired by a new position and reminded us that we do not need to do it the way everyone else does.

Laura encouraged the attendees to help college students to engage in public service. Since institutions of higher education are typically surrounded by urban centers and neighborhoods adjacent to people in crisis, universities must be active in outreach. We have a moral responsibility to make the world a better place.

Belle Wheelan spoke about the qualities of a good leader in a heartfelt way that showed her love of people and her terrific sense of humor. Her wisdom included the following suggestions:

- ◆ Show your real feelings while you are leading.
- ◆ Don’t accept credit for what gets done.
- ◆ Be willing to live in a fishbowl.
- ◆ Think outside the box...find a different way to get things done.
- ◆ Be tolerant of ambiguity.
- ◆ Be a risk taker.
- ◆ Be sure you have a support group.
- ◆ You have to have a life outside the job. (Just then Belle’s cell phone rang; it was the Governor!)

Following the buffet lunch, there were four concurrent sessions. Each attendee selected two sessions from the following: “Balancing Personal and Professional Lives,” “Addressing the Evolving Needs of Students, Communities and Businesses,” “Meeting the New Technological and Financial Needs on Today’s Campuse,” and “The University of Richmond’s WILL Program: A Proven Model for Educating Women of the

continued on page 3

continued from page 2

21st Century". The break-out sessions offered time to meet women on a more personal level and to discuss issues of relevance which impact individual campuses.

Celebrating 25 Years of the ACE Network

By Theresa Gonzalez

James Madison University

The annual leadership workshop for state coordinators of the ACE/OWHE Networks was held in February in conjunction with the ACE Annual Meeting in San Francisco. The 25th anniversary of the founding of the Network was the focal point for developing the new publications, providing additional support for the state networks, and for holding several special celebrations during the workshop. Coordinators from 40 states attended, along with members of the national executive board. The workshop was structured around two new publications from the Office of Women in Higher Education.

Breaking the Barriers: Presidential Strategies for Enhancing Career Mobility and *Breaking the Barriers: A Guidebook for Strategies* provide presidents, senior-level administrators, ACE Network state coordinators, and mid-level campus leaders with strategies, guidelines, and promising practices for advancing women in higher education. The publications capture the thoughts and comments of college presidents and chancellors who have worked to effect changes required to support women's growth and advancement on campus.

The workshop sessions were organized around four critical issues identified in the books: leadership development, career advancement, workplace and campus climate, and mentoring. Panels of presidents, many of whom contributed to the books, addressed each of the issues. Following the panels, Network Executive Board members facilitated small group discussions to assist participants in designing implementation plans for their state groups.

The Network was founded in 1977 with a grant from

the Carnegie Corporation. The Network, originally named the ACE National Identification Program, was established to address the needs of women and issues relating to women's leadership in higher education. The mission remains relevant today, supported by networks in many states throughout the nation. Virginia was one of the first states to establish a state-level network as part of the original grant project, and it has been active working on behalf of women in higher education in the commonwealth ever since.

Women Presidents are Doing It Their Way

By Pat Hyer

Virginia Tech

This year, I attended my first annual leadership workshop for state coordinators of the ACE/OWHE Networks. I had heard from previous state coordinators that these meetings were a wonderful opportunity to hear from inspiring role models and to share experiences and strategies with committed women colleagues, and that was certainly true of this meeting.

I took away many vivid visual impressions and empowering messages from these sessions. Perhaps the most important was that many women college presidents are insisting on doing the presidency in their own way. While many of the speakers stated they had never actively sought or planned their career to achieve a presidency, they responded when they were tapped by others or encouraged to see themselves as the leaders they had already demonstrated they were. Remaining true to their beliefs, commitments, and personal style often meant they might be "doing" the presidency in ways that others find novel, perhaps even disconcerting at first.

Ruth Simmons, president of Brown University, whose own life experiences as a sharecropper's daughter have powerfully shaped her beliefs and actions, spoke passionately about her commitment to access for students whose lack of money or poor academic preparation keep them marginalized in higher education. Shirley Pippins, president of Thomas

continued on page 4

continued from page 3

Nelson Community College, spoke movingly about how her spiritual beliefs sustain her so that she can do the important work that needs to be done and remain true to herself even when challenged.

Dr. Vera King Farris, president of The Richard Stockton College of New Jersey, delivered the anniversary address in her signature hat and shared a hilarious story about being invited to deliver a commencement address at a nearby college, reserving a state car to drive to the event only to have it die en route, trying to hitchhike to give her speech without any success, then pulling out her roller blades from the back seat (her hobby), skating five miles to the venue with her hat and speech tucked under her arm, and rolling right up to the podium since she had no shoes.

These are just a few of the women who accepted leadership roles in higher education and are finding ways to retain their voice and values, and bring their unique strengths and perspectives to the job. Their success challenges the higher education community to expand notions about what makes an effective leader, especially when it comes to gender, race, management or personal style, or core beliefs that guide decision making.

Virginia Network Plans Conference for Women of Color

Increasing the visibility and progress of women of color in Virginia higher education is an important priority of the Virginia and ACE-OWHE Networks. Women of color face special barriers in advancing to leadership positions in colleges and universities, whether they are at traditionally white or minority-serving institutions. The Network is planning an event to focus on issues for women of color in higher education in Virginia, probably for fall 2002. A number of administrators from around the state responded to a call issued at the state conference to become involved in planning the event. If you wish to either participate in the planning or to attend the conference, please send a note to Pat Hyer at hyerp@vt.edu. This newsletter would also welcome contributions focused on issues of concern to women of color.

How Are Women Doing on Virginia Campuses?

By Pat Hyer

Virginia Tech

Although data on women administrators at Virginia colleges and universities are not readily available, the Fall 2001 IPEDS Survey gives us a picture of the representation of women among the tenured and tenure-track faculty at Virginia institutions. The distribution of women faculty by race at private and public four-year institutions is in [TABLE 1](#) and [TABLE 2](#) respectively; the lists are sorted from the highest proportion of women on the faculty to the lowest. [Data for two-year colleges are not available since community college faculty are not on tenure-track appointments. Data are included for all institutions that reported by the due date.]

The percentage of women faculty varies widely across Virginia's private colleges and universities. Women are best represented at Marymount University, where they are 62.7% of the faculty. Washington and Lee University has the lowest proportion of women faculty, 20.3%. Women are 38.7% of all tenured and tenure-track faculty in these private non-profit institutions.

None of the four-year public institutions in Virginia has a gender-balanced faculty, unlike that of the private colleges which have close to 50% women or more. In the public sector, UVA's College at Wise has the highest proportion of women, 41.1%, while Virginia Military Institute has the lowest, 15.1%. Women are 26.7% of all tenured and tenure-track faculty at the public four-year institutions.

These tables also give us a picture of the representation of women of color at Virginia institutions. African American, Asian, American Indian, and Hispanic women are 16.9% of all women faculty at public four-year colleges and 14.5% of all women faculty in the private institutions. Women of color are a relatively small proportion of the total faculty (both men and women) at Virginia's public and private institutions —4.5% of all public-college faculty and

continued on page 5

continued from page 4

5.5% of all private-college faculty. African American women are the large majority of women of color. (Non-resident alien women are included in the count of Total Women in the tables above, but are not shown as a separate column.)

So how does Virginia compare with institutions nationally? A recent article in *Harvard Magazine* by Cathy Trower and Richard Chait ("Faculty Diversity: Too Little for Too Long," March-April 2002, pp. 33-37, 98) notes "Women currently represent 36 percent of full-time faculty compared to 23 percent in the early 1970s." (Their data include community college faculty, while the data in this article do not.) Women are least well represented at the research universities nationwide, where they are about 25% of the faculty. Faculty of color (both men and women) are poorly represented in all sectors; about 5% are African American, up only a fraction from 4.5% in 1975, and half of all black faculty teach at historically black colleges.

Ten Senior Seminar Classes Come Together at Reunion

By Anne C. Schroer-Lamont

Washington and Lee University

Senior Seminar alumni had the chance to come together, share memories and future plans on February 21, 2002, the day before the state conference. The Virginia Network of the American Council on Education held a reunion for 10 classes of women administrators who had been participants in the Senior Seminar Program over the past decade. The Senior Seminar brings together a select group of women nominated by their institutions to participate in three special seminars scheduled in October, January and May each year. The reunion provided a great opportunity to laugh with one another and to learn together again.

Like the State Conference, the event was held at the University of Richmond in the beautiful Commons on the lake. Dr. Norrine Bailey Spencer, associate dean of

the Pamplin School of Business at Virginia Tech, organized the reunion, while Dean Laurie Neff at the University of Richmond was our host, and our state chair, Dr. Pat Hyer, associate provost for Academic Administration at Virginia Tech, led the discussions. Following a sensational dinner, we heard Rachel Gonzalez from the New York research company, Catalyst, speak on "Women in Business and Mentoring: A Catalyst Perspective"

Rachel gave a persuasive presentation on the importance of having a mentor for one's career development and challenged us to serve as mentors for someone else later on in our development. Major barriers to advancement for women which have been determined in the Catalyst research include a lack of visibility of women in key positions, a lack of role models, a lack of a network for women, and the lack of mentors. This quote that Rachel offered really resonated as a good definition of mentoring: "Early in my career I needed and found a mentor. First she turned the lights on for me and then she turned the lights on me." Whether we are being mentored or mentoring someone else, the benefit is clear from that statement.

The Senior Seminar Series began in 1988 in Virginia. The Seminar was developed expressly to provide mentors and a network for women in higher education in Virginia who aspire to climb the administrative ladder. The first class was comprised of an extremely committed group of women in higher education. Thanks to their vision and hard work, the Virginia Network has served as a model program for the Office of Women in Higher Education at ACE.

Book Report

By Connie Gores

Randolph Macon Women's College

Even if you do not work directly with students on a daily basis, you should read *Making the Most of College: Students Speak Their Minds* by Richard J. Light. Written by a Harvard professor, and based on ten years of interviews with students, it is a must-read for all of us involved in teaching and learning in higher education.

continued on page 6

continued from page 5

Filled with practical advice and real-life insights, this book touches on such fundamental topics as the ways in which students learn; what makes an inspiring professor; the best way to study; and how students connect the classroom experience with the rest of their lives. His writing style is easy to read and targeted at those of us interested in undergraduate student success. You'll find yourself nodding your head in agreement, proud to be involved in the academic enterprise.

VCCS Appoints Dr. Antonette Cleveland Vice Chancellor for Academic Services and Research

Dr. Antonette J. Cleveland has been appointed vice chancellor for academic services and research for the Virginia Community College System. Dr. Cleveland comes to the VCCS from her position as president of Niagara County Community College in western New York. She will become the top academic officer in the VCCS, a system of 23 community colleges located on 40 campuses throughout the commonwealth.

Speaking of the appointment, VCCS Chancellor Glenn DuBois said, "I've followed Dr. Cleveland's career for several years and know that she is a creative leader with an enormous amount of experience on both academic affairs and other major leadership roles. Her background and energy will be a terrific addition to the leadership of the VCCS."

Dr. Cleveland became president at Niagara County Community College in January 1999. She received her doctoral degree from Syracuse University.

Vagina Monologues Brings Message to Virginia Campuses

A number of Virginia campuses hosted *The Vagina Monologues*, Eve Ensler's off-Broadway play, on

February 8-10, 2002, as part of the V-Day College Campaign. V-Day is an international event, sponsoring benefit productions of *The Vagina Monologues* with a mission to stop violence against women and girls. More than 500 colleges and universities around the world participated in this year's College Campaign, raising awareness and money for local community organizations. Ten higher education institutions in Virginia participated: the University of Virginia, George Mason University (with special guest star Lynda Carter), James Madison University, Washington and Lee University School of Law, the University of Richmond, Hollins University, Roanoke College, Mary Baldwin College, the College of William and Mary, and Virginia Tech. The proceeds from the productions go to support various concerns involving women. For example, at Virginia Tech, funds will be donated to the Sexual Assault Services and Education program at the Women's Center, survivor support services, the Women's Resource Center of the New River Valley; and RAWA, the Revolutionary Association of Women in Afghanistan.

Ways to Connect Women on Campus

By Donna E. Cassell, Institutional Representative
Virginia Tech

All of us, especially IR's, are looking for good ideas to bring women together on campus and build a sense of community and support. At Virginia Tech, we found we had a wonderful response to a luncheon I organized. Ninety-four women attended. This was a pleasant surprise...actually it was overwhelming! Clearly this luncheon, and the prospects of such future events, was much welcomed by our campus women.

During the luncheon, Pat Hyer, the Virginia Network State Coordinator, provided an overview of the Virginia Network and its purposes. Facilitated table discussions, organized by Norrine Bailey Spencer, also on the Virginia Network Board, offered an opportunity for those in attendance to complete a survey on what they envisioned for this group. In addition, a list of

continued on page 7

continued from page 6

upcoming professional development events was distributed along with a long list of kudos, promotions, new hires, grant awards, and the like.

As a result of the survey taken at the luncheon, 15 women volunteered to serve on a committee to provide some organization and direction for our future programs and events. When the committee met on March 12, they established a name—Virginia Tech Women Connect—and a purpose. The committee decided that “The purpose of VT Women Connect is to promote, develop and support Virginia Tech’s professional women in higher education by providing a forum to forge relationships, develop supportive networks, and share ideas and information.”

This newly formed committee decided to sponsor five luncheons a year; two each semester and one in the summer. Some themes? A motivational speaker to lift morale at this institution which is about to take deep budget cuts; table-tent discussions where each table has a topic for discussion and women seat themselves according to their interests; and a session with the president or provost to ask for their agenda on women at the university. For a lighter fare, there are thoughts of sponsoring an outdoor picnic this summer. I hope that IRs on other campuses might find this way of bringing women together useful on their own campuses.

IR CORNER

Congratulations to Judy Bowman, Old Dominion University IR, who is this year’s recipient of the 2002 University Women’s Caucus Award. This award recognizes persons who contribute to a positive campus climate through their efforts to support and advance women’s issues at the university.

Let me know of other IRs to recognize for their special contributions to creating or supporting a “positive environment” for women on campus.

Check Out the Web Site for New IR Orientation Information

After last fall’s IR Meeting at Longwood

College, the Board decided to make the orientation information available on the web (save those trees!!). Those “seasoned” IRs may also want to review the materials for update. The new section should be complete by early June.

IR Terms of Appointment

After many years of rotating reappointments every three years and having difficulty with presidential responses, the Board agreed to an “IR till you die” policy. Just kidding! Seriously, we realized that most people were reappointed anyway. So our new “continuous service” policy allows an IR to continue service until they choose to resign or are inactive in their role. An IRs activity is determined by annual participation in any of the VANET events, networking through the listserv, submitting an article for the newsletter, or completing the Annual IR Survey.

Thanks to those who volunteered at the annual meeting to be IRs for your institution. Our goal is to have an IR at each institution by this year’s fall IR Meeting.

Mark Your Calendars

The Annual Institutional Survey is due by July 1. A copy of the form will be distributed on the listserv and is available on the new IR Orientation page. This year we’re going to have a drawing for the IRs who submit their survey. The winner receives a complimentary registration to the 2003 Virginia Network’s Annual Meeting.

See you in September for the fall IR Meeting at James Madison University. The exact date will be posted on the web site soon. Make plans to join us for this informative session and networking opportunity.