

The Third Meeting in the CLASSIC Series

CONFLUENCE OF LEADING ADMINISTRATORS AND
SCHOLARS SHARING INTELLECTUAL COMMUNITY

Final Program

Strengthening Our Place in the Academy: A Summit for Women Administrators & Faculty of Color

February 27–March 1, 2003



Sponsored by the
American Council on Education
Office of Minorities in Higher Education and Office of Women in Higher Education,
in partnership with the University of California Office of the President
and University of California, Berkeley
Courtyard by Marriott Emeryville/Berkeley

About the Sponsors

The American Council on Education

The American Council on Education (ACE) is the major coordinating body for all the nation's higher education institutions. ACE seeks to provide leadership and a unifying voice on key higher education issues and to influence public policy through advocacy, research, and program initiatives. Counted among its members are approximately 1,800 accredited, degree-granting colleges and universities and higher education-related associations, organizations, and corporations.

Founded in 1918, ACE aims to foster greater collaboration and new partnerships within and outside the higher education community to help colleges and universities anticipate and address the challenges of the 21st century and contribute to a stronger nation and a better world. Three key strategic priorities drive ACE's activities: representation as advocate and voice for all of higher education, leadership development to enhance the diversity and capacity of American higher education leaders, and service to colleges, universities, and other higher education and adult learner organizations. ACE's areas of focus include access, success, equity, and diversity; institutional effectiveness; lifelong learning; and internationalization.

Office of Minorities in Higher Education

Established in 1981 as the Office of Minority Concerns, the Office of Minorities in Higher Education (OMHE) has monitored and reported on the progress of African Americans, Latinos, Asian Americans, and American Indians in postsecondary education and engaged in efforts to improve their educational and employment opportunities in higher education. During its 20 years of existence, OMHE has achieved recognition as a leading force within the academic community for articulating the importance of diversity at all levels on college and university campuses. OMHE also has provided information and counsel to presidents, faculty members, administrators, state systems, federal policy makers, businesses, community organizations, and other educational organizations on issues and policies affecting minorities in higher education.

Office of Women in Higher Education

Since 1973, the Office of Women in Higher Education (OWHE) has been committed to the advancement of women leaders in academia.

For more than 25 years, OWHE has provided information and counsel to constituencies within the higher education community regarding policies, issues, education, and research that influence women's equity, diversity, and advancement. The mission of OWHE is to:

- IDENTIFY women leaders nationally in higher education.
- DEVELOP women's leadership abilities.
- ENCOURAGE the use of those abilities.
- ADVANCE more women into leadership positions.
- LINK them to one another and to mentors.
- SUPPORT the tenure of mid- and senior-level women administrators and educators.

University of California Office of the President

When it first opened its doors in 1869, the University of California (UC) had just 10 faculty members and 38 students. Today, the UC system includes more than 192,000 students and 157,000 faculty and staff, with more than 1.2 million alumni living and working around the world. UC's campuses at Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, San Francisco, Santa Cruz, and Santa Barbara—with a 10th campus opening in Merced in 2004—provide exciting environments that foster world-class educational and research opportunities and generate a wide range of benefits and services that touch the lives of Californians every day.

University of California, Berkeley

The Berkeley campus was founded as the original campus of the University of California in 1868, when the state enacted the Organic Act, setting the stage for excellence in higher education in the West. Today, the University of California, Berkeley (UC Berkeley), is one of the most distinguished public universities in the world. The campus is home to 32,128 students, 1,500 faculty, 6,235 full-time and 6,564 part-time staff members, 300 degree programs, 350 student organizations, and 336,000 alumni worldwide. Students from 100 countries study at UC Berkeley, with courses offered in 68 languages. The Berkeley campus is spread across 1,232 scenic acres overlooking the San Francisco Bay.

Staff

AMERICAN COUNCIL ON EDUCATION

David Ward, *President*

Michael A. Baer, *Senior Vice President, Division of Programs and Analysis*

Office of Minorities in Higher Education (OMHE)

One Dupont Circle NW

Washington, DC 20036

Phone: (202) 939-9395, Fax: (202) 785-2990

E-mail: omhe@ace.nche.edu

William B. Harvey, *Vice President and Director*

Eugene L. Anderson, *Research Associate*

Richard A. Chavolla, *Associate Director*

Lachone R. Fuquay, *Assistant Director*

La Tanya E. Johnson, *Executive Assistant*

Linda D. Mabrey, *Program Associate*

Trenny T. Stephens, *Program and Meeting Assistant*

Bettie L. White, *Program Associate*

Commission on Minorities in Higher Education

<http://www.acenet.edu/about/commissions/omhe.cfm>

Office of Women in Higher Education (OWHE)

American Council on Education

One Dupont Circle NW

Washington, DC 20036

Tel: (202) 939-9390, Fax: (202) 833-5696

E-mail: owhe@ace.nche.edu

Claire Van Ummersen, *Vice President and Director*

Donna Burns Phillips, *Associate Director*

Deborah Ingram Allen, *Administrative Coordinator for Women's Programs
and Office Manager*

Patrice Johnson, *Project Coordinator*

Commission on Women in Higher Education

<http://www.acenet.edu/about/commissions/owhe.cfm>

Other Participating ACE Staff:

Joan M. Claffey, *Executive Director, Association Liaison Office for University
Cooperation in Development*

Marlene Ross, *Director, ACE Fellows Program*

This program was made possible by generous support from:
The University of California Office of the President
and
The University of California, Berkeley, Office of the Chancellor
and Office of the Vice Chancellor
for Business and Administrative Services

Welcome

ABOUT THE CONFERENCE

This conference, sponsored by the American Council on Education's Office of Minorities in Higher Education and Office of Women in Higher Education, will address the issues facing women of color in higher education. Often described as a "chilly climate" for women in general, the academy has presented special challenges for women who are African American, Asian American, American Indian, or Latino.

This meeting offers an opportunity to engage in dynamic discussions with some of the nation's most outstanding female academic leaders. Each panel of presenters will include scholars and administrators, enabling both groups to share their perspectives with attendees.

This meeting is the third in a series. The first meeting focused on African-American scholars' position within the academic community and the second examined the professional advancement opportunities of Latino leaders in the academy.

General Information

LODGING AND MEETING LOCATION

All sessions will be held at the Courtyard by Marriott Emeryville/Berkeley.

Courtyard by Marriott Emeryville/Berkeley
555 Shellmound Street
Emeryville, CA 94608
Phone: (510) 652-8777 • Fax: (510) 652-8799

BUSINESS SERVICES

Copying:

First 20 copies are free. Additional copies cost \$.05 per page.

Faxing:

First four pages are free. Additional pages cost \$1.00 per page.

International transmissions cost \$3.00 per page.

Internet Access:

You may purchase 20 minutes of Internet access for \$4.00, or 60 minutes for \$10.00.

The American Council on Education would like to acknowledge the important contributions made by Dr. Josefina Baltodano, Executive Vice President for Strategic Planning and Advancement, Alliant International University, in planning this conference.

Agenda

Strengthening Our Place in the Academy: A Summit for Women Administrators & Faculty of Color • February 27–March 1, 2003
SPONSORED BY THE AMERICAN COUNCIL ON EDUCATION OFFICE OF MINORITIES IN HIGHER EDUCATION and
OFFICE OF WOMEN IN HIGHER EDUCATION,
IN PARTNERSHIP WITH THE UNIVERSITY OF CALIFORNIA OFFICE OF THE PRESIDENT AND UNIVERSITY OF CALIFORNIA, BERKELEY

Thursday, February 27, 2003

11:00 A.M.–5:00 P.M.	ACE OFFICE OPEN	Conference Suite 224
NOON–5:00 P.M.	REGISTRATION DESK OPEN	Pre-function Corridor
2:00–2:30 P.M.	WELCOME, INTRODUCTIONS, AND OPENING REMARKS Richard Atkinson, President, University of California System Michael A. Baer, Senior Vice President, American Council on Education William B. Harvey, Vice President and Director, Office of Minorities in Higher Education, American Council on Education Claire Van Ummersen, Vice President and Director, Office of Women in Higher Education, American Council on Education	Alcatraz Island

PART I: SETTING THE STAGE

2:30–3:30 P.M.	FRAMING THE ISSUES: A PANEL OF WOMEN PRESIDENTS <i>Introduction of Speakers:</i> Michael A. Baer, Senior Vice President, American Council on Education Cassandra Manuelito-Kerkvliet, President, Diné College Piedad Robertson, President/Superintendent, Santa Monica College Rose Tseng, Chancellor, University of Hawaii-Hilo Carolyn G. Williams, President, City University of New York, Bronx Community College	
3:30–4:00 P.M.	OPEN DISCUSSION	Alcatraz Island
4:00–4:45 P.M.	STRUGGLES AGAINST MISPERCEPTIONS Marvalene Hughes, President, California State University–Stanislaus Rachel F. Moran, Robert D. and Leslie-Kay Raven Professor of Law, University of California, Berkeley	
4:45–5:15 P.M.	SMALL GROUP DISCUSSIONS GROUP I GROUP II GROUP III GROUP IV	Alcatraz Island Treasure Island A Treasure Island B Yerba Buena Island
5:15–5:30 P.M.	REPORT OUT FROM GROUPS	

5:30–6:00 P.M.	BREAK	
6:00–7:00 P.M.	COCKTAIL RECEPTION <i>Greetings:</i> Paul Gray, Executive Vice Chancellor and Provost, University of California, Berkeley	Courtyard Cafe
7:00–8:30 P.M.	DINNER <i>Introduction of Speaker:</i> Horace Mitchell, Vice Chancellor for Business and Administrative Services, University of California, Berkeley Shirley Pippins, President, Thomas Nelson Community College	Courtyard Cafe

FRIDAY, FEBRUARY 28, 2003

7:00 A.M.–4:00 P.M.	REGISTRATION DESK OPEN	Pre-function Corridor
7:00 A.M.–5:00 P.M.	ACE OFFICE OPEN	Conference Suite 224
8:00–8:30 A.M.	BREAKFAST	Pre-function Corridor
8:30–9:15 A.M.	DEVELOPING NEW LEADERSHIP <i>Introduction of Speakers:</i> Ira Michael Heyman, Chancellor Emeritus, University of California, Berkeley Evelyn Hu-DeHart, Professor of History and Director, Center for the Study of Race and Ethnicity in America (CSREA), Brown University Frances White, President, Skyline College	Alcatraz Island
9:15–10:00 A.M.	SMALL GROUP DISCUSSIONS GROUP I GROUP II GROUP III GROUP IV	Alcatraz Island Treasure Island A Treasure Island B Yerba Buena Island
10:00–10:15 A.M.	REPORT OUT FROM GROUPS	Alcatraz Island
10:15–10:30 A.M.	BREAK	
10:30–11:00 A.M.	PLANNING FOR THE FUTURE: THE KNOWLEDGE (SKILLS) YOU NEED Yolanda T. Moses, President, American Association for Higher Education	Alcatraz Island

Agenda *(continued)*

11:00–11:45 A.M.

SMALL GROUP SESSIONS

Session I: Connecting with Other Constituencies: Challenges and Opportunities for Women Administrators of Color Alcatraz Island
Yolanda Moses, President, American Association for Higher Education
Nancy Barcelo, Vice President for Minority Affairs, University of Washington

Session II: Resource Management Treasure Island A
Josefina Baltodano, Executive Vice President for Strategic Planning and Advancement, Alliant International University
Margaret Wilkinson, Director of Media, Arts, and Culture, The Ford Foundation

Session III: International (Global) Connections Treasure Island B
Joan Claffey, Executive Director, The Association Liaison Office for University Cooperation in Development

Session IV: Understanding and Managing Burnout Yerba Buena Island
Christina Maslach, Vice Provost, University of California, Berkeley

11:45 A.M.–12:30 P.M.

SMALL GROUP SESSIONS *(repeated)*

Session I: Connecting with Other Constituencies: Challenges and Opportunities for Women Administrators of Color Alcatraz Island
Yolanda Moses, President, American Association for Higher Education
Nancy Barcelo, Vice President for Minority Affairs, University of Washington

Session II: Resource Management Treasure Island A
Josefina Baltodano, Executive Vice President for Strategic Planning and Advancement, Alliant International University
Margaret Wilkinson, Director of Media, Arts, and Culture, The Ford Foundation

Session III: International (Global) Connections Treasure Island B
Joan Claffey, Executive Director, The Association Liaison Office for University Cooperation in Development

Session IV: Understanding and Managing Burnout Yerba Buena Island
Christina Maslach, Vice Provost, University of California, Berkeley

12:30–12:45 P.M.

BREAK

12:45–1:45 P.M.

LUNCH: DISCUSSION OF LESSONS LEARNED

Courtyard Café

Program Participants

as of February 14, 2003

JoAnn K. Aguirre, Director, California Pre-Doctoral Program, California State University
Richard C. Atkinson, President, University of California Office of the President
Josefina Castillo Baltodano, Executive Vice President for Strategic Planning and Advancement, Alliant International University
Nancy "Rusty" Barceló, Vice President for Minority Affairs, University of Washington
Bernice Bass de Martinez, California State University, Sacramento
Rosina M. Becerra, Associate Vice Chancellor, University of California, Los Angeles
Florence B. Bonner, Professor and Chair of the Department of Sociology and Anthropology, Howard University
Rae Linda Brown, Associate Professor of Music, University of California, Irvine
Johnnella E. Butler, Associate Dean and Associate Vice Provost, Graduate Opportunities & Minority Achievement Program, University of Washington
Soraya Moore Coley, Provost and Vice President of Academic Affairs, Alliant University
Diane Cordero de Noriega, Provost and Vice President for Academic Affairs, California State University, Monterey Bay
Elizabeth Davis-Russell, Provost & Vice President for Academic Affairs, State University of New York at Courtland
Flora B. Devine, Special Assistant to the President for Legal Affairs and Special University Initiatives, Kennesaw State University
Cheryl Burgan Evans, Associate Dean, Miami University
Dolores M. Fernández, President, Eugenio Maria de Hostos Community College of the City University of New York
Elena Flores, Associate Professor, School of Education, University of San Francisco
Gertrude Fraser, Program Officer, Education and Scholarship Education, Sexuality, Religion, The Ford Foundation
Sandra W. Gautt, Vice Provost, University of Kansas
Paul Gray, Executive Vice Chancellor and Provost, University of California, Berkeley
Christine Iijma Hall, Director of Employee Service, Maricopa Community Colleges
Geraldine R. Henderson, Associate Professor, Howard University
Ira Michael Heyman, Chancellor Emeritus, University of California, Berkeley
Kathi Hiyane-Brown, Vice President of Academic and Student Affairs, Tacoma Community College
Leah P. Hollis, Director, Academic Support Services for Student Athletes, Rutgers University, New Brunswick
Karla FC Holloway, William R. Kenan Jr. Professor of English, and Dean of Humanities and Social Science, Duke University
Evelyn Hu-DeHart, Professor of History, Director, Center for the Study of Race & Ethnicity in America (CSREA), Brown University
Marvalene Hughes, President, California State University, Stanislaus
Sandra Smith Jackson, Administrator, Tyler County Hospital
Judith R. James, Vice Chancellor, Student Services and Special Programs, California Community Colleges
Beverly M. John, Executive Assistant to the President, Chicago State University
Deneese L. Jones, Associate Professor and Chair, President's Commission on Diversity, University of Kansas
Tjjaun A. Lee, Director of Counseling, Cuyahoga Community College
Barbara A. Lofton, Director of Minority Affairs, University of Arkansas
Nancy A. Martin, Senior Vice President, Educational Management Network/Witt/Kieffer
Christine Maslach, Vice Provost, University of California, Berkeley
Cassandra Manuelito-Kerkvliet, President, Diné College
Belinda S. Miles, Assistant Dean of Liberal Arts, Cuyahoga Community College
Horace Mitchell, Vice Chancellor for Business and Administrative Services, University of California, Berkeley
Claudia Mitchell-Kernan, Vice Chancellor of Graduate Studies and Dean, Graduate Division, University of California, Los Angeles
Emily L. Moore, Professor, Educational Leadership and Policy Studies, Iowa State University
Rachel F. Moran, Robert D. and Leslie-Kay Raven Professor of Law, University of California, Berkeley
Anny Morrobel-Sosa, Associate Vice Provost for Academic Programs, California Polytechnic State University-San Luis Obispo
Yolanda T. Moses, President, American Association for Higher Education
Yolanda Flores Niemann, Associate Professor, Washington State University
Linda L. Nolan, Dean, College of Letters, Arts, and Sciences, University of Colorado at Colorado Springs
Cordelia Ontiveros, Senior Director, California State University System Office
Shirley R. Pippins, President, Thomas Nelson Community College
Narcisca A. Polonio, Director of Board Leadership Services, Association of Community College Trustees
Felicenne Ramey, Dean, College of Business Administration, California State University, Sacramento
Sonja Parker Redmond, Interim Vice President, California State University, Hayward
Norma S. Rees, President, California State University
Piedad F. Robertson, President, Santa Monica College
Consuelo Rodriguez, Retention Program/Policy Specialist, San Jose State University
Doris Roman, Director, Student Outreach and Retention Programs, Arizona State University
Virginia Sánchez-Korrol, Chair, Department of Puerto Rican and Latino Studies, Brooklyn College
Gloria Randle Scott, Visiting Professor/Research Professor, Jarvis Christian College
R. E. Sofer, Associate Vice Chancellor, Department of Education
Sharon Tanabe, Senior Associate, Korn/Ferry International
Gail Thomas, Professor of Sociology, Soka University of America
Beth Todd-Bazemore, Associate Professor of Psychology, University of South Dakota
Rose Tseng, Chancellor, University of Hawaii-Hilo
Caroline S. Turner, Professor, Arizona State University
Regina E. Webster, Senior Director, California State University, Fullerton
Frances L. White, President, Skyline College
Margaret Wilkinson, Director of Media, Arts, and Culture, The Ford Foundation
Carolyn G. Williams, President, City University of New York Bronx Community College
Benita Wolff, Director, Graduate Recruitment, University of Arkansas
Kathleen Wong (Lau), Program Coordinator Senior, Arizona State University
Hyon Chu Yi, Director, Mosaic Cross Cultural Center, San Jose State University
Marlene Zepeda, Professor, California State University, Los Angeles