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October 2005

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## Message from the Executive Board Chair

*Josie Baltodano  
Alliant International University*

It is an honor to serve as your new Chair of the Executive Board of the ACE Network of women administrators. This has all been made possible thanks to the ongoing support from the wonderful women of this Network, who have and continue to work hard to promote the professional development of women leaders from across the United States.

We also extend a warm welcome to the new State Coordinators who have generously agreed to join us with the important work of the Network: Dr. Mona Fouad, Alabama; Dr. Denise Konan, Hawaii; Dr. Linda Marie Golian-Lui, Hawaii; Dr. Linda Randall, Maryland; Dr. Mary Wise, North Carolina; and Dr. Sandra Harper, Texas.

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By the time you receive this, the effects of Hurricane Katrina will have sent their shockwaves throughout the country. It was wonderful to read that the President of ACE, David Ward, has called on colleges and universities through the nation to help house and enroll displaced students and to find other ways to help the region rebuild. We were also asked to contact members of Congress and urge them to deal with public-policy issues raised by the disaster. Colleges and universities across the country are offering to take in students who were enrolled at institutions affected by the hurricane. I encourage all of us to continue to reach out to our colleagues in the Gulf Coast region who are desirous of relocating to other parts of the country. Please refer to [www.CampusRelief.org](http://www.CampusRelief.org), developed in cooperation with NACUBO, for more information on ways you can be involved.

We have many wonderful projects and initiatives in the works for this coming year. Last July, during our annual Network Board summer retreat, we voted unanimously to initiate a \$200,000 Endowment campaign to support the Office of Women programs and participants. Throughout the year, we will continue to identify, develop, encourage, advance, link, and support women in higher education by working with numerous agencies to assist in organizing conferences and social and informal networking gatherings. We are grateful for the time, talent, and treasure provided by Claire Van Ummersen, Donna Phillips, Deborah Allen and Lisa Motley in the work they do at OWHE and on behalf of the Network. I am looking forward with great excitement to our Annual Coordinators' Leadership Conference in February when we will have an opportunity to meet in sunny Los Angeles.

Warm regards,  
Josie



## News from OWHE: Women's Leadership Legacy Fund

*Claire Van Ummersen, Vice President and Director,  
ACE Office of Women in Higher Education*

The Office of Women in Higher Education (OWHE) is establishing an endowment fund to provide an ongoing source of support for women's participation in professional development programs at ACE/OWHE. We have begun the quiet phase of OWHE's first fundraising campaign. A bequest of \$25,000 marked our first gift and spurred our resolve to embark on this effort.

We have formed a committee consisting of Executive Board and Women's Commission members who will guide the campaign over the next three years.

A case statement is nearly completed and will be ready for use this fall. Meanwhile the office has 100% participation and the Executive Board is well on its way to 100% participation. These contributions and pledges are gratefully acknowledged.

We hope to have 100% participation from our state networks as well. You and your network can contribute by including a fundraiser activity in the coming year's programming; identifying women in your state who have the capacity to make a financial contribution and who have some connection to the network or other organizations supportive of women's advancement; and/or collecting stories of women whose careers have been advanced as a result of ACE/OWHE programs.

The plan is to raise initially \$200,000 and over time to grow the fund to provide for travel grants and scholarships for advancing women. The Legacy Fund will continue to serve women in perpetuity.



## President's Perspective: From the Top

*Peggy Gordon Miller  
 President, South Dakota State University*

I spent two and a half hours recently putting together a pretty ordinary meal. It was August, and I was taking advantage of the summer's bounty of fresh vegetables and fruits. I scrubbed, peeled, chopped, separated, marinated, and generally became intimately acquainted with all the ingredients, not one of which even had an unpronounceable name or an intriguing, nuanced flavor. By the time the dishes were done, I was so bored I was downright cranky. Since I was eager to get to this article, it was on my mind during the process. By the time I had gotten to the computer, I was already feeling contrite for having so disdained a task that would have brought great pleasure to my grandmothers. Never one to let myself off the hook, I asked what my problem was. It turns out I do not have a problem. Unlike my grandmothers, I have had the privilege of spending most of my waking hours over the last twenty plus years engaged in thoroughly challenging and far more fascinating ways.

I have dealt with those so brilliant it was a thrill just to engage in conversation with them. I have engaged with those so creative, I prayed that nothing ever boxed them in.

I have remained pleasant with persons of significance, who were they less significant, would certainly have been in institutions.

I have thrilled with last minute victories on the playing fields.

I have been baffled by installations called university senior art and design shows.

I have daydreamed about creative demises for long winded bureaucrats who made two hour agendas into five hour meetings.

I have had a lump in my throat when I have seen the deep emotion and pride of parents and grandparents at recognition ceremonies.

I have been repeatedly bemused by the brilliantly inventive excuses of those who have transgressed university rules.

I have felt totally unworthy when I have watched with humility severely handicapped students making the heroic efforts that are their daily lot.

Through relentless effort, luck, frequent manipulation, craftiness, and even unabashed guile, I have made possible programs, degrees, buildings, and opportunities far too numerous to count. I have thrived on the heady rush that that came when I could get good people things they need.

On several occasions a year I have donned an unbecoming hat and a richly ornamented raincoat type robe originally in style several centuries ago. I have loved every uncomfortable minute I have worn it.

I have been overwhelmed by the generosity and labors of those who believe so strongly in education that they give incredible amounts of their time and treasure to make it possible and better. I have cherished knowing each of them.

I have eaten enough chicken, canned green pears and stale, decorated tea cookies, that neatly stacked, would reach to the Moon. ...maybe even Mars. If they gave frequent flyer miles for the in-state professional travel I have done, I could go to the Moon with them.

I have traveled the world and seen first hand the magnificence that is our planet, Earth. I have had the special pleasure of seeing much of it in the company of students.

And last week, I could not read without emotion, the citation for a young faculty member whose quiet, generous and incredible sacrifice for a student still makes me weep.

When you think about it, even sky diving would be dull for those of us who have had the great good fortune to be the Renaissance Women of our time.

I believe we modern Renaissance Women have an obligation to make sure a lot more women have this same incredible opportunity. Then the day they are inaugurated, we will buy them a Cuisinart.



## Featured Leader and Pathway

*Bernice R. Rydell*  
*Vice President, Finance and Administration*  
*Millersville University*

Being asked to write a few words about my professional journey gives me a wonderful opportunity to share with you some of the influences that have shaped my professional life as well as to think about the lives that I may have touched in some way.

I would like to begin by acknowledging the ACE NETWORK for its support for the advancement of women in higher education and, in particular, for its influence on my professional life.

My affiliation with this organization began as I blithely accepted my first college job in the seventies when it was known as ACENIP (ACE National Identification Program). ACENIP was, indeed, a catalyst that aided my development as a professional and, through its programs, helped me recognize the relationship of my growth experiences to my professional aspirations.

I grew up in a farm family of six, the eldest daughter of hard working parents who owned their own cut flower business and “shared” the responsibilities of the business with their children. It was during these growing-up years that I learned that each hour was precious and was to be used wisely; that during certain seasons of the year, you had to work long hours to accomplish your goal; and that, at the end of the day, you felt good about your accomplishments. In addition to the family business, I had to fit in schoolwork, team sports, music, theatrical work, and, of course, a little social life. What was important about my family is that we all had many interests and worked as a team and that we shared responsibilities and tasks that were not gender based, which served me well throughout my life. After parochial high school, I graduated from public college, Trenton State College in New Jersey, where my days were filled with studies, class governance activities, sorority membership, recreational sports, radio station work, musical endeavors, and a boy friend. These were wonderful years and I had the good fortune to get to know several women organization advisors who were role models and encouraged me to seek a career in higher education.

I graduated with a BA in Business Education and enough courses for a minor in English, then accepted my first teaching job and became engaged. Following

a traditional pattern, I married and continued teaching. However, I always thought that I would pursue college work in the Student Personnel field until I got to know the school’s Guidance Counselor and the fine work she did with our high school students.

This intrigued me and led me to enroll in the master program in the Graduate School of Education at Rutgers University in New Brunswick, New Jersey. My then husband and I were in the same program and both graduated the Guidance and Personnel degree program.

While pursuing my graduate studies, I taught at Princeton High School and worked with an interesting array of teachers and students—several of whom became life-long friends. After attaining my Masters degree, I was invited to join the Guidance department and enjoyed the challenges of this job. It was during these years that I was introduced to women’s issues and determined that I would share whatever talent I had by working with girls and women. At high school, I coached girls’ basketball and softball, advised future teachers, and established a girl group representing five high schools in the area for the local YWCA. It was a joy to watch these teenage girls grow and move on to their next challenge—whether it was job or college.

Recently, and to my surprise, five of them got together a month ago and called from their gathering place in North Carolina to say hello.

My next journey was to Indiana University to support my husband as he pursued his doctorate in higher education, while I established a guidance program and taught speech and drama—and basketball at lunch time—to students in a small country school located in Eminence, Indiana. We headed back to New Jersey two years later where I began my higher education career (although I surely didn’t know it at the time).

My husband became the Assistant to the President at our alma mater, Trenton State College. I was without

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a job, until one day my husband asked if I could assist the Computer Center with some computer card problems. Several faculty wives would also be there to help out. I said yes—and stayed for 22 years.

After two years as an academic adviser, two executive officers—the Dean of Students and the Vice President for Administration and Finance, both of whom had position openings—offered me a position as their assistant.

It would seem that my goal to be a Student Affairs professional was to be fulfilled; however, I accepted the A&F position because I thought it would be more interesting as it was a new area that was in the early throes of development. It was also a field where few women chose to enter and would be filled with new challenges. I had nothing to lose as I still hadn't chosen my life's work—or so I thought.

During these twenty-two years, I had the great privilege of serving under two Presidents and two Vice Presidents during the development of our first affirmative action/equal opportunity program, the struggles of the Viet Nam War, the changing climate of the college and the students it served, the growth of the curriculum to include master programs, and the opening of positions of all levels to women and racial minorities. These men willingly made opportunities available for women like me. As a result, I never left the college and moved from an Assistant position to the senior cabinet position within Administration and Finance to Assistant Vice President and Associate Vice President, and finally, Vice President for the newly formed Development Corporation. My responsibilities within these positions included Labor Relations, Computer Services, Affirmative Action, Human Resources, Funding and Grants, Business Services, Payroll, and financial and facilities development (for the Corporation).

While at Trenton State, several women and I became acquainted with the ACENIP project and got to know Cynthia Secour.

Cynthia was totally dedicated to this project and her enthusiasm was contagious. Through her guidance, we provided opportunities for women to develop professionally by sponsoring brown bag lunch programs and workshops for the women of the college. We also helped organize a program for women to be held at Princeton University where I co-facilitated a

budget development workshop for women. Through my various positions at the College, I presented workshops on affirmative action, including the introduction of the College's Affirmative Action program at the President's opening convocation, spearheaded changes in police officer qualifications for women, and provided continuing support to young women students through the local sorority structure.

In addition, I served as volunteer on the Trenton YWCA Board, which opened my mind to the status of women within a city environment. I was truly touched by this experience and continue to serve the YWCA in Lancaster as a Trustee.

Today, ACENIP is a bygone name, but the memories of those early days and the women who strove to encourage other women to learn and reach new heights are still with me. I certainly did not set out to get a doctorate, nor to become a Vice President for Finance and Administration. It was these early associations and several enlightened men, including my current husband of 22 years, Dr. Nathan Weiss, President Emeritus of Kean University, who made the difference for me.

I am currently at Millersville University where, for 12 year, I have been overseeing a staff of 300 in the areas of Finance and Budget, Labor Relations, Human Resources, Maintenance Operations, Construction Services, Dining and Conference Services, and University Services. Upon joining the University, I became the first woman senior officer and the first woman vice President for finance and administration in the Pennsylvania State System of Higher Education. While my work is exciting and at times all-consuming, my experiences with the ACE program have challenged me to remember those who follow us and to provide those opportunities that will encourage women to grow and be successful. I have, therefore, attempted, throughout my vice presidency, to offer programs on finance and budget for women at the University and the community and to give back to the ACE NETWORK by facilitating several finance/budget workshops for women who wish to advance administratively. As I now prepare for my retirement next June, I want to say...Thank you, NETWORK staff and volunteers, for all you have done and continue to do for the advancement of women in higher education.



## The Working Network

*Donna Burns Phillips  
Associate Director, OWHE*

If you were offered a new position today and had to report to your new institution in 30 days, what would become of your ACE State Network? According to your annual reports, for more than half of the Networks the answer to that question is, "Chaos." In other words, too often, a State Coordinator's good and well-deserved fortune translates into the State Network's misfortune.

The awareness that no one is irreplaceable is not an acceptable rationale for not making sure in every arena of our life that someone can step in and take over if the need arises. Is someone ready to take over your responsibilities for the Network tomorrow? Does she know where everything is? Does she know who has been assigned to do what for your upcoming activities? Who has charge of the website? Who updates member lists? Your arrangements with your Presidential Sponsor? Where the money is?

In addition, continuity is based in part on history. Who has the history of your State Network in her head? Where is it on paper?

Without it, your successor has no ability to learn from the past: what worked and what didn't, how many people attended what type of event, who won awards, who needs to have special care, and so forth. And so much wisdom and experience disappears when we don't take care to see that our story isn't lost.

As the State Coordinator, you have both the power and the responsibility to ensure that the viability and momentum of your Network isn't lost when you succeed and that the history of women's work to advance women can be passed to the Network of the future.

- Do you have a succession plan? If not, make that a priority for this year's executive committee. If you do, dust it off to be sure that it continues to be workable and all of the necessary elements or people are in place.
- Appoint an Archivist who will agree to keep safe all of the materials that go in to documenting your story.

Don't let your section of the her chain in (his)story break.



## Perspectives: The Missouri Network

*Melinda Rhodes  
Assistant Dean of the Faculty, Cottey College*

State Network coordinators seeking to increase the involvement of women presidents might consider developing the model successful in the state of Missouri for many years.

The Presidential Advisory Council model is certainly not new, but it has evolved over time. Delores Honey, assistant vice president for Assessment and Institutional Research at Missouri Southern State University and ACE Network Executive Board member, explained that rather than have one presidential sponsor, Missouri's Network has the benefit of support from several presidents, all of them women.

Honey and her colleague, Mary Emily Kitterman, vice president for Academic Affairs at Cottey College, were both serving on the State Planning Committee at the time the concept for the Presidential Advisory Council came to fruition in the 2000-2001 academic year.

Current Missouri State Co-coordinator Beverlye Brown, associate vice chancellor, Metropolitan Community Colleges, highlighted one benefit to the Presidential Advisory Council model. "The participation of Missouri's women presidents in state conferences has raised the visibility of the Network.

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Their participation also provides invaluable information and insight that is crucial to the work of women leaders in higher education throughout the state," she said. Honey added, "Many times those presidents have hosted the state conference on their campuses and sponsored the cost of the conference rooms and even meals. That has enabled the state to make money on conferences and have some more funds to do other things in the future."

According to Kala Stroup, president of American Humanics and a former commissioner of the Missouri Coordinating Board of Higher Education and college president, the very early advisory focused on identifying women capable of taking on vice presidencies. At that time, the councils comprised mainly men.

"As you well know, the Network was terribly successful," Stroup said. The success of this identification program sometimes meant the disbanding of councils, she added. In Missouri, women had effectively moved and were welcomed into presidencies.

Stroup, who was one of those women, noticed the need for presidents to meet, to support one another, and to continue to support women in the higher education leadership pipeline or those seeking to enter leadership positions. Stroup believed linking the presidents to one another through the state Network might serve well both the presidents and those who aspire to leadership, and she approached Honey and Kitterman about establishing the link.

So the Presidential Advisory Council evolved and emerged once again in the state, and its presence ensures the Missouri Network has support from top leadership: advice from women with a wealth of experience in higher education and expertise to inform leadership development activities the Network sponsors.

Stroup said networks currently without a Presidential Advisory Council encounter difficulty generating participation for one simple reason: "Presidents are so busy that people hang back and don't ask them (to serve on the council). If they aren't asked, they assume they aren't needed." State coordinators, she advised, should begin at the beginning. "Surely you've got one woman president," Stroup noted, "and I would use her to help you."

Brown explained how the Missouri Network currently encourages presidential participation. When a woman becomes president of a higher education institution in Missouri, she is always invited, by a letter from the state coordinators, to become a member of the Presidential Advisory Council. "As state coordinators, Mindy (McCallum, dean of instruction, Maple Woods Community College) and I have found that presidents are more than willing to join the council and serve with other women presidents throughout the state to provide leadership for the Missouri ACE-Network," she said.

McCallum agreed. "Beverlye and I just continued the good work based on the foundation of previous coordinators. I think that perhaps this is a little like 'build it and they will come' or better yet 'ask and they will join and support the Network.'"

Missouri Network leaders advise others to plan for meaningful participation of presidents with the understanding of their extensive obligations. Stroup suggested asking women presidents to keynote or host a Network event. Panels offer the perfect opportunity for women college and university presidents to share stories or perspectives on leadership.

In recent years, the Missouri Network has honored its Presidential Advisory Council with a special dinner sponsored by the State Planning Committee during which the presidents were asked for their opinions on the status of women in higher education leadership in the state and the direction of the Network. Women presidents have spoken at Network events, describing their personal career paths; welcomed Network members to campus as part of conference activities; provided luncheon addresses on leadership tips and much more.

Stroup said other activities that were not sustained over the years in Missouri but that proved valuable to presidents involved the Advisory Council's reaching out to women House and Senate members, both state and national, and building relationships with those individuals; including women board members in Network activities; and identifying women in the state who might serve on boards. "All of those efforts had an impact," Stroup said.

The directions and initiatives undertaken by a healthy and active Network and Presidential Advisory Council are unlimited, according to Stroup, and the benefits to be had from both belong to women seeking to lead in higher education.

The Missouri Network can be found online at: <http://www.moacenet.org/>



## Perspectives: Strengthening Networks

How to develop strong relationships with  
presidential sponsors

Lauren Bruce,  
Director, Center for Advancing Faculty Excellence  
University of Alaska Anchorage

My best advice for network coordinators seeking to develop strong relationships with Presidential Sponsors/Chancellors is to have a Presidential Sponsor/Chancellor who is already on the Executive Board for OWHE and completely committed to the goals, mission and agendas of advancing women in higher education across the country. Such a situation works every time! And happens to be the one I enjoy at the moment, since Dr. Elaine Maimon took over the Chancellorship of the University of Alaska Anchorage a little over one year ago.

However, I know most people have to build relationships with Presidential Sponsors who may be committed to the goals of the OWHE and the statewide networks, but are less well-informed about and intimately involved with the important work those networks are accomplishing. I'd like to share briefly about the central skill that helped me develop a strong relationship with the previous Presidential Sponsor at my institution, as well as with other individuals and organizations key to our network's success, i.e., listening.

### Listening and Hearing: Understanding the Other Person's Needs

Good communication is the key to any relationship, including that between a network coordinator and Presidential Sponsor. Not only listening to, but actually *hearing* what the other person (or people) is/are saying and understanding their perspective, is, in my opinion, the key to strong relationships. We give a lot of lip service at universities and elsewhere to the importance of active listening, but practicing it is, in actuality, very difficult. Active listening means setting aside your effort to communicate *your* thoughts and needs, at least temporarily, and instead focusing on where the other party is, what they need, their goals, concerns, and responsibilities. Many of us are moving so quickly at work these days that it's almost impossible to slow down enough to genuinely focus on another human being's concerns; however, suspension

of agenda and careful listening is precisely what *hearing* is all about and makes all the difference in building strong relationships.

Since so many administrators (and Presidential Sponsors), are required to answer to legislatures, Boards of Regents, donors, other administrators, and so on, they want and need information, programs, metrics, and other things that will assist them in making a case for continued or additional funding for programs and projects at their institutions. They spend much of their time constructing arguments for why their university (or program) is particularly deserving of support from the taxpayers, businesses, individuals, organizations and other sources both inside and outside their institutions and communities. Much of their day involves fielding requests for funding, speaking engagements, and meetings, or resolving budgetary or political conflicts between sectors of the university. In any interaction, be prepared to step into their perspective *first*, before you introduce your issue. Make sure that you have given her/him the materials in advance that will be helpful to your *and their* agendas. Be succinct. And, without compromising or side-lining your agenda, always be prepared to move into the listening mode when necessary. Communication should never be a competition but rather an elegant dance. Building strong relationships involves a commitment to achieving our goals *together*.

The Chinese characters that make up the verb "to listen" are:

Ear	Eyes	Undivided Attention
		Heart

If we are willing to listen with undivided attention to others with our hearts as well as our heads, we are apt to generate strong relationships for ourselves and our programs.



## Research Update

### *Family-Friendly Policies in Higher Education: Where Do We Stand?*

Jeanne Miller, Information Services Manager,  
Center for the Education of Women, University of Michigan

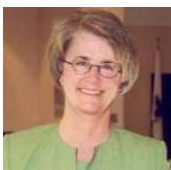
Faculty recruitment and retention are important issues for any administrator in academia. The changing demographic profile of faculty makes the issue of family-friendly policies more significant to higher education administrators. What family-friendly policies are currently in place at institutions of higher education across the country, and at what types of institutions? The Center for the Education of Women (CEW) at the University of Michigan has just released a new publication that examines the family-friendly policies most often offered, assists administrators in identifying which policies they might implement at their institutions and allows them to compare their own institutions' policies in relation to their peers.

*Family-Friendly Policies in Higher Education: Where Do We Stand?* reports on research findings from a CEW survey supported by the Sloan Foundation. The survey of over 250 institutions of higher education focused on work-life policies for tenured and tenure-track faculty. The policies most frequently offered were: tenure clock extension, modified duties, and unpaid leave in excess of FMLA. While the average number of family-friendly policies was highest at research institutions and elite baccalaureate institutions, these are the institutions that employ the smallest percentages of women in tenure track faculty positions.

*Where Do We Stand?* includes a series of questions useful for examining the policies at your institution. Such questions include "Are our policies formal or informal? How is childbirth covered? Are we in compliance with the Pregnancy Discrimination Act? and Are our policies flexible?" among others. Also included is a list of suggestions for further research.

Like other employees, as academics evaluate their career options they are increasingly concerned with the availability of work-life policies and benefits. At some point in their careers, all faculty members are likely to have family needs to manage, whether having a baby, caring for a seriously ill spouse or domestic partner, or tending to an elderly parent. By acknowledging these competing demands and demonstrating flexibility and support, a college or university can position itself as a premier workplace as it seeks to recruit and retain the next generation of talented faculty.

Through the generous support of the Sloan Foundation, CEW is able to make this publication available at no charge. If you are interested in receiving a copy of *Family-Friendly Policies in Higher Education: Where Do We Stand?* please contact CEW at [cew.mail@umich.edu](mailto:cew.mail@umich.edu) or call 734.998.7080.



## Editor's Notes

Cynthia Forrest  
Consultant, Harvard University Graduate School of Education

The year has been launched and now our women leader colleagues in many of our Networks are joining the many professional development and networking programs planned for the year ahead. However, many of our friends and colleagues in the southern region of our country have faced and continue to face extremely difficult and devastating circumstances related to Katrina and Rita. Business as usual is hardly that and, instead, the business they face poses the most challenging and daunting leadership task of a lifetime—reclaiming campuses from the sludge with the prospects of needing to completely level and rebuild institutions from the

ground up. Marvalene Hughes, the new president of Dillard University, a historically black institution in one of the most devastated section of New Orleans, is one woman leader who needs our support. Her remarkable grace and care were described in a recent *Chronicle of Higher Education*. Also our Louisiana State Coordinator, Margaret Montgomery, in her role of Chancellor of Louisiana Technical College has been leading through these very difficult times. Our thoughts and support are with these two women leaders as well as the other colleagues who are focused on these daunting tasks!

## Call for Nominations

### ACE Network Award for the Advancement of Women in Higher Education

Nominations are sought from members of the ACE Network and the higher education community for the annual ACE Network Award for the Advancement of Women in Higher Education.

This award recognizes an outstanding, innovative, and visionary program sponsored by a state ACE Network or by a college or university.

The honored program will have demonstrated leadership and documented commitment to the advancement of women through initiatives that identify, develop, encourage, advance, link, and support women in higher education. It will also demonstrate a sustained impact on the advancement of women.

To nominate a program for this award, submit a nomination form and a narrative statement.

For consideration, the nomination packet (nomination form and narrative statement) must be submitted by November 4, 2005.

Click here for nomination packet:

[http://www.acenet.edu/AM/Template.cfm?Section=Identifying\\_Leaders&Template=/CM/HTMLDisplay.cfm&ContentID=2138#network](http://www.acenet.edu/AM/Template.cfm?Section=Identifying_Leaders&Template=/CM/HTMLDisplay.cfm&ContentID=2138#network)

### The Donna Shavlik Award

The American Council on Education's (ACE) Office of Women in Higher Education (OWHE) is pleased to invite nominations for the Donna Shavlik Award. Established to honor a long-serving director of OWHE, the award recognizes sustained and continuing commitment to women's advancement in higher education, either in colleges and universities or in national positions. The 2005-2006 Donna Shavlik Award will be presented at OWHE's Leadership Dinner on Sunday, February 12, 2006, at the ACE 88<sup>th</sup> Annual Meeting in Los Angeles, CA.

We seek nominations of individuals who have demonstrated their leadership and commitment to the advancement of women through actions or initiatives enhancing leadership development, campus climate, career development, or mentoring programs for women. Nominations must include the nomination form, providing contact information for both the nominee and the person making the nomination. In addition, submissions must include a letter of endorsement or short narrative statement that addresses the criteria described above.

Nominations must be received by OWHE no later than November 4, 2005.

We hope you will take advantage of this opportunity to recognize the achievements of individuals whom you know to be outstanding advocates of women's advancement in higher education. We appreciate your support.

Click here for nomination packet:

[http://www.acenet.edu/AM/Template.cfm?Section=Identifying\\_Leaders&Template=/CM/HTMLDisplay.cfm&ContentID=2138#shavlik](http://www.acenet.edu/AM/Template.cfm?Section=Identifying_Leaders&Template=/CM/HTMLDisplay.cfm&ContentID=2138#shavlik)



## UPCOMING EVENTS

- October 20-21, 2005      Wisconsin Network State Conference,  
<http://www.wwhel.org>
- November 4, 2005      Ohio Network State Conference,  
<http://aceohio.osu.edu>
- Nov. 30-Dec. 2, 2005      NATIONAL FORUM in Washington, DC  
(See NOTE below)
- June 2, 2006      Virginia Network State Conference,  
<http://www.ace.prov.vt.edu/>

**NOTE:** *The NATIONAL FORUM is sponsored by ACE OWHE. The FORUM is a powerful professional career development program for women who aspire to presidencies or other senior leadership positions in higher education. Contact ACE OWHE to request an application. Spaces are limited so apply EARLY. For general information:*

<http://www.acenet.edu/AM/Template.cfm?Section=OWHE&TEMPLATE=/CM/HTMLDisplay.cfm&CONTENTID=5622> For Specifics: [Deborah.Allen@ace.nche.edu](mailto:Deborah.Allen@ace.nche.edu)

### *NetworkNews Editorial Board*

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