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Message from the Executive Board Chair: Reflections of the Outgoing Chair



*Josephine Reed-Taylor, Senior Vice President of Academic and Student Affairs,
Minneapolis Community & Technical College Board*

My journey as the Chair of the Executive Board of the ACE Network of women administrators has been a joyous one. Several years ago President Shirley Pippins of Suffolk Community College in New York stated that joy must be a critical part of your leadership arsenal. She said, "if joy does not come in the morning, then it will be difficult to face the challenges we do in our institutions." Joy, commitment and passion have been the hallmarks of our state networks in creating opportunities and advancing women in higher education. Thank you for your support and hard work during 2003-2005.

During that time we have continued the work of increasing the number of active state networks throughout the country. Networks have been actively engaged in helping to create powerful and provocative workshops, conferences and forums in support of the IDEALS of the Network that encompass the values of equity, diversity, service and opportunity.

The participation of women of color has increased in Network activities through our state networks and the collaborative programs of OWHE and CAREE.

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While our primary goal is to develop and advance women for senior level positions, our networks have met the challenge to increase their outreach to women at various stages along the pipeline interested in administration. Many states have held workshops focusing on career mapping, understanding budgeting, mentoring, balancing work/family life, diversity and others. Leadership modules developed by Donna Phillips, OWHE and the Executive Board have been well utilized across the states.

State programs have found ways to effectively utilize presidential sponsors and institutional representatives. The modifications we have made to the *State Coordinator's Handbook* have been useful in helping each state group in its own unique way implement its mission under the umbrella of the Office for Women in Higher Education. Feedback from a readers' survey was used to revamp the ACE NetworkNews to better meet the needs of those in the network. The newsletter, published quarterly, is a useful resource for state coordinators and institutional representatives.

We have suggested the possibility of "naming" the ACE Network Award for the Advancement of Women in Higher Education. We have also recommended that the criteria for the award focus on areas that represent our core values of innovative and creative leadership programs, activities that sustain strong

networks, exemplary strategies that facilitate identifying and advancing women for leadership development opportunities and presidential positions, and outreach efforts to increase participation of women of color in our networks. We have begun a project that will help us support Network activities through travel grants, defray cost for attendance at regional and national forums, and provide resources in support of speakers at conferences and workshops. We will keep you informed of the progress of this project during the next year.

The Network Executive Board and OWHE are pleased to announce that Josefina Castillo Baltodano, Executive Vice President for Strategic Planning and Advancement at Alliant International University, will begin her role as the next Chair of the Network Executive Board at the Board's retreat in July 2005. We congratulate her on her new role with the Network.

We offer our very special thanks to Claire Van Ummersen, Donna Phillips, Deborah Allen, and Lisa Motley for the work they do at OWHE and on behalf of the Network. ACE and OWHE provide us with the tools, professional development, and support to connect with one another in a strong network. Thanks also to the Network Executive Board liaisons. Our affiliation with one another continues to help us grow stronger in advancing the IDEALS!



Editor's Notes

Cynthia Forrest

Consultant, Harvard University Graduate School of Education

Welcome to the latest edition of *NetworkNews*! This year the Editorial Board members, along with our other colleagues on the ACE Network Executive Board, want this publication to advance the work of the Networks with a spirit of inspiration and a focus on strategies that are working for individual women leaders as well as State Networks. We hope that this electronic resource will connect all women involved in our Networks at both the state and institutional levels.

We need your assistance in sharing successful strategies and posing challenging questions that will advance our goals of identifying, developing, encouraging, advancing, linking and supporting women leaders in higher education. Thank you in advance for sharing this edition of *NetworkNews*!

We invite your ideas. Please forward your suggestions to: cynthiaforrest@hotmail.com



News from OWHE: *The Social Compact*

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

Thomas Jefferson believed that an educated citizenry forms the foundation of democracy. This tenet has been actualized throughout our history, especially by the Morrill Act of 1852, which created Land Grant Universities to educate farmers' sons and daughters in "agriculture and the mechanic arts and created our public universities." The next major leap forward came after WWII with the enactment of the G.I. Bill allowing thousands of returning veterans to access a college education and thereby improve their lives and those of their families.

Colleges and universities are an important vehicle for sustaining democracy. They provide:

- 1) A protected forum for free speech and an arena for wide-ranging inquiry and new ideas;
- 2) An opportunity for individuals to discover and develop their talents as a springboard for social mobility;
- 3) An appreciation for democracy and public service (civic engagement); and
- 4) Support for economic growth and preparation of a skilled workforce, providing individuals with the opportunity for a better life.

Reduced public spending for higher education in recent years, which impacts low income students most severely, is limiting access and reducing support for technological innovation. The social compact has been eroding.

In response to this challenge, ACE is exploring the development of a national campaign to re-energize the public commitment to support higher education. With external funding and guidance from member institutions, other associates, and a professional market research firm, ACE initiated a series of public opinion polls.

The polls showed that people understand the importance of higher education for their children, but

they don't resonate to the language we use in describing its importance for society as a whole. They are most concerned about whether they can afford to send their own children to college.

The information gleaned from these 20 plus groups became the material for the work of a committee established by ACE. This group, representative of all sectors of higher education and associations, has been working to develop the brand architecture for a national ad campaign to improve the understanding of the social benefits of higher education to a democracy. Different types of message will be prepared for different audiences.

The idea is to use opinion leaders to influence people who vote and voters to influence legislators. We need lasting grass roots support. Political strategists and media experts will assist in crafting the message, while corporate CEOs and community foundation leaders will assist with convening conversations in various regions of the country.

The messages will center on some variation on the following:

- Solutions for America. This brings together both the teaching and research functions of our colleges and universities. It can also include the application of research to improve lives of all people.
- Solutions for higher education and for the people
- College is possible
- Higher education is essential to well being of society.
- Transforming lives—making dreams a reality – for the benefit of society.
- Inventing the future.

The plan is to roll out the national campaign in the fall.



President's Perspective

Karen Haynes, President, California State San Marcos

A great deal of attention and important work by groups such as OWHE's networks is done to identify and advance women in higher education into senior administration and presidencies. Certainly I have benefited from these opportunities and have also served the Network as a Presidential Sponsor of the Southern California Network and previously as Presidential sponsor for the first Texas Network.

But there is an entire career beyond the one reached with the goal of that first presidency. Second presidencies are like second marriages—complete with the baggage you brought from the first, the leftover management team who is perhaps looking at you with narrowed, suspicious eyes, and the left-behind team you trusted and then abandoned. But there is also the experience and the knowledge base acquired in that first presidency that you carry forward as well.

When I came to Cal State San Marcos, I was new to the campus but not to university presidencies. I had already achieved significant goals on a campus in Texas. For an experienced president, the danger is that you will come to the new place and implement everything that worked for you the last time around without regard for the new dynamics, environment, and needs of where you are now called to lead.

To avoid that, I put together a transition team, a suggestion made to me by a national educational consultant (now friend and mentor). Transition teams can be formed to bridge a campus' history and its desire to move beyond its history rather than repeat or deny it. I did not want to repeat my history—even successful—in a new environment. Nor did I want to ignore history.

I chose the team, assisted by those who knew the campus and community better than I, to give me a wide range of voices on and off campus who might not otherwise be heard and who did not represent established channels of feedback available to me through faculty, student, employee unions, or external advisory groups. Their charge was to advise in connecting me to the campus and community context; serve as a communication bridge to the

multiple stakeholder groups, give "early warning" of problems, and assist in setting priorities among issues and challenges.

They spent a year putting together a detailed electronic survey in which more than 500 students, faculty, staff, alumni and community people participated. The team analyzed and summarized the results and reported back on campus climate, concerns, desires, and directions. They took the "pulse" of the campus patient and found it alive—always a good thing!—and also what was needed, neglected from the past, and desired for the future.

Does this sound like I shaped my leadership around what the campus dictated through the transition team? The transition team hardly had that effect. I was busy getting acquainted, getting staffed, getting situated and preparing to move forward in my first year. But I also wanted the campus to move forward with me, and for that, the transition team served admirably.

Those established channels complained about the transition team idea—a sure sign that they expected to guide me into their pre-existing plans and expectations for the campus. But they also had multiple opportunities to provide input and suggestions as did many people through twelve presidential forums I held for students, staff, faculty, and alumni. And, at the end of the transition year, I had great difficulty convincing the transition team that it was time to break up and implement the directions that they had helped map out—a good sign of the vitality of their engagement! This second presidency has thus been launched, and we are moving forward in ways that serve the campus and the community well.

We need to devote as much attention and hard work beyond that first dazzling goal to the second or third leadership positions. Leadership is never "done", nor are goals set once and then met or discarded. And, in the case of second university presidencies, perhaps the hard work, fresh voices, and attention to the new will result in not just survival, but a thriving sustainable leadership.



Featured Leader and Pathway

*Karin Steinbrenner, Associate Provost and CIO
University of North Carolina at Charlotte*

I was born and educated in Germany, where I received the equivalent of a bachelor's degree in electrical engineering. I worked for two years in Germany in a Research Lab first designing and then programming numerically controlled machines through which I mastered my first programming language: Fortran. During that time, I married and my husband encouraged me to pursue a career in the emerging computer field.

In my early career days, my job was just a job, and my private activities and friends were much more important. Wanting to see the world, especially America in the early seventies, both my husband and I quit our jobs and locked up our apartment in Frankfurt to experience America for a year. Now over thirty years later, we are still living in America.

In America, my job turned into a career. After a few odd programming jobs in Chicago, I received an offer to "run SPSS," the Statistical Package for the Social Sciences. I programmed, managed users, created new releases, and wrote documentation. A great male librarian helped me to translate my German English into English English. During my tenure with SPSS, my son Max was born. I tried for a while to work only three days a week, but I noticed that I was immediately excluded from all higher level meetings and decision making. So, my husband assumed the responsibility for rearing Max and I devoted my life to my job. When SPSS became profitable, the creators established a for-profit organization and were unwilling to provide partnerships for senior staff members like me.

When I received an offer as Director for Data Processing at the National Opinion Research Center, I accepted. Under my leadership, we developed one of the first Telephone Assisted Interviewing systems, which is still in use today, that included everything from questionnaire development to interviewing, data entry, and final codebook generation.

While living in Evanston and commuting every day to the south side of Chicago, moving to our vacation house on the Wisconsin River seemed to be very attractive. So when Midstate Technical Institute in Wisconsin Rapids was looking for a Director of Data Processing, I applied and received the job. This move was a setback for my career. I took a deep salary cut and a position with much less responsibility.

Nevertheless it was my first lead IT position in higher education. Wisconsin did not turn out to be as idyllic as we thought. So I started to look again and this time I landed the lead IT position at a wonderful four year college in Framingham, Massachusetts. Having fought my battles all alone to this point, I found, for the first time, a strong women's professional support group who were part of ACENIP, and to this day we still maintain contact. I did in Framingham the same as in Wisconsin; cleaned up old messes and got everything in shape implementing then state-of-the art technology. Once all systems were in place and the politics started, I looked for greener and more challenging pastures. My friends from ACENIP were always willing to provide recommendations and references.

This time it was Villanova University, where I assumed the position of Executive Director of IT. Fortunately, the former VP for Academic Affairs from Framingham, who was also a leader in ACENIP, had assumed the Presidency at West Chester University, so we immediately could count on good friends and support in the Philadelphia area. Villanova, a Catholic institution, was managed by the male clergy but they respected good work. Here the biggest challenge was my staff –mostly male – who had been at Villanova since high school and who were determined to sabotage everything I was trying to do. In response, I totally reorganized the department and put others - many women but also good men - into leading positions limiting the power of the male clique. After some initial setbacks, the new team made great progress and when I left Villanova in 2001, the University was recognized as a Technology Leader.

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Through networking, I heard about my current position at the 2000 Educause conference. After four years at the University of North Carolina at Charlotte, I can say that this position, while extremely challenging, is also the most rewarding. For the first time, in my career I can say with confidence that all my immediate reports are outstanding, each in his/her own way, and complements each other to form a perfect team.

Professional organizations such as Educause and its affiliates have been a great support throughout my career in the technology field. Working in higher education is very rewarding, especially today where technology is a critical element for the educational process. It is satisfying to know that in some way I am contributing to the success of the next generation and my early involvement, in what is now the ACE National Network provided the initial and ongoing support that I have needed as a woman leader in my field.



The Working Network: If the Shoe Fits, Nominate Her

Donna Burns Phillips
Associate Director, OWHE

When the Networks act as cheerleaders for their members' career goals, they perform a very important service. Just telling a colleague you believe in her can give her the confidence to move forward and aim higher.

In the coming year, we would like you to start exercising your collective knowledge and influence for the next step: (judicious) nominating. Who knows better than your Institutional Representatives when administrative positions become available, to whom the nominations should go, and what qualities are most important to the search team? Who knows better than your Planning Board members which women (or men) in the state could credibly recommend someone for the position? (Wouldn't it be satisfying to be the Network with enough statewide clout to make recommendations in its own name?) Who knows better than a State Coordinator which women in your state are ready to move on and up?

Making timely and appropriate nominations is a

concrete and quantifiable as well as a constructive and collegial goal for your Network. Our way of reminding you to make this a priority for 2005-2006 is to include it as a category on the annual report form and to consider ways we can build engagement in nominating into our Network Award criteria.

Consider setting aside a few hours of your next planning retreat to organize a nominating process. Perhaps a subcommittee of the planning committee itself might wish to make nominations their Network contribution for the coming year. Perhaps this becomes the special province of or reason for quarterly IR gatherings. A listserv might offer a convenient way of communicating information about openings across the state.

Everyone benefits from a sizeable, qualified, and diverse pool of candidates. By contributing recommendations, you contribute tangibly to the advancement of equity. It's a step of which you can be proud.

Regional Forum: Midwest

Melinda Rhodes

Cottey College, Assistant Dean of the Faculty

Kansas City Metropolitan Community Colleges hosted the most recent Regional Leadership Forum of the American Council on Education Office of Women in Higher Education from April 19 to 21. The event, held on the campus of Penn Valley Community College, Kansas City, Mo., provided women attending with further information and skills, as well as network contacts, to prepare for significant leadership positions at higher education institutions across the country.

Regional organizers included Mindy McCallum and Beverlye Brown, Missouri Network state coordinators, and Mary Kitterman and Delores Honey, who both serve as regional representatives to the ACE Network National Executive Board. The opportunity to host an event like this, they agreed, was personally, as well as professionally rewarding.

Twenty-four women representing institutions in Missouri, Kansas, Ohio, North Carolina, Georgia, Nebraska, South Dakota, Illinois, Arkansas, Arizona and Virginia, attended the Central Regional Leadership Forum, "Advancing Women's Leadership: Styles, Strategies and Tools." Three days of presentations, career planning, and networking allowed participants to further define their leadership capabilities, styles and goals. "The Forum was excellent!" commented Theresa Hall, professor and head of the Department of Engineering Technology & Management at South Dakota State University. "It afforded me an opportunity to meet like-minded women from across the nation in a supportive learning environment. The regional format was close enough to drive to and the hosts at KC were quite gracious. The presenters were interesting, well balanced in their skill-sets and interest areas, and reaffirmed my faith in the power of women to make significant change. I see the path before me now and am heartened to know I have a cohort to rely upon for guidance and support."

Building that cohort is a central goal of the regional forums. Together, forum participants met and heard from top leaders in the nation on topics that included "Integrating Strategic Planning, Aligning Resources and Building Broad Support," "Managing Diverse Consistencies" and "Crisis Management."

They also focused on professional identity and factors that might enhance or impede their success and engaged in career mapping, mock interviews and résumé reviews. Judith Prince, vice chancellor,

Greenville Campus, University of South Carolina Upstate, and Judy R. Rogers, president of Cottey College, Nevada, Mo., set the tone for individualized work, and Donna Burns Phillips, associate director of OWHE, and Claire Van Ummersen, vice president and director, OWHE, focused on working with participants to map careers and best manage themselves during searches, selection process and contract negotiations.

"Prior to attending the forum I had not really considered aspects such as culture and values when selecting a position or institution nor had I, to be honest, really thought about my own strengths and weaknesses. I now realize the importance of considering such factors," explained forum participant Kristy Flemming, professor and chair of the Department of Mathematics and Computer Science at Northern Kentucky University.

For Michelle Woodhouse, director of Continuing Education and the Virginia Beach Higher Education Center, Norfolk State University, the guidance of all these leaders, including Betty Asher, partner and COO, and Jan Greenwood, president, of Greenwood & Associates, Inc., Florida, and Beth Taylor, executive search consultant, Witt/Kieffer, New York, translated into inspiration. "The résumé training and mock interviews were a great learning experience for me," she noted. "I learned valuable techniques on how to improve my vita and overall vita presentation. This is something I wish I could do yearly. I came back to work 'more motivated' and 'more eager' to advance myself in higher education."

Other leaders presenting at the forum included Darrell Bazzell, vice chancellor for Administration, University of Wisconsin; Jennifer Bloom, associate dean for Student Affairs and the Medical Scholars Program, University of Illinois College of Medicine at Urbana-Champaign; Beverly Byers-Pevitts, president, Park University; Susan Kern, vice president for University Advancement and executive director of the Illinois State University Foundation; Paula Peinovich, president, Walden University; Merna Saliman, president, Maple Woods Community College, Missouri; Kay Schallenkamp, president, Emporia State University, Kansas; Jackie Snyder, chancellor designee, Metropolitan Community Colleges of Kansas City; Kala Stroup, president, American Humanics, Inc.; and Deborah Ingram Allen, program associate and office manager, ACE OWHE. The photo gallery for the conference may be found at: <http://www.moacenet.org/web-content/Images/index.htm/>

Perspectives: Rhode Island Network Rhode Island Women in Higher Education (RIWHE)

Dr. Nancy Carriuolo,
Associate Commissioner for Academic and Student Affairs,
RI Office of Higher Education and Coordinator of RIWHE



From left to right: Dr. Nancy Carriuolo; President Antone (Salve Regina University & ACE liaison); Arlene Violet (2005 inductee as a RIWHE honorary member)

Getting Started

Starting a new ACE chapter sounds easy. What woman wouldn't be interested in moving toward a higher paying, more prestigious job? The problem is time. Women have so little time that they are wary of volunteer organizations. One key to getting started, then, is to assure the founders of a new chapter that they will commit very little time. Keep everything in the organization simple: easy decision making and small commitments of time and money will lead to ample participation.

RIWHE (Rhode Island Women in Higher Education) began three years ago. One female leader from each college and university was asked to devote one afternoon to plan -- and one afternoon to attend -- the annual conference as an executive committee member. As associate commissioner for higher education and coordinator of RIWHE, I assured the organization that I would preside over an annual meeting, and my staff would oversee a list serv and a Web site. A member of my staff has agreed to serve as interim coordinator if I should suddenly be offered a presidency or be hit by a truck.

Membership fees are non-existent. Anyone who registers for the annual conference by paying a \$25 registration fee is automatically a member. Nearly 100 women, representing each institution in our state,

attend our annual meeting. Did I mention that our annual meeting is held in an ocean-side Victorian mansion in Newport, compliments of our presidential sponsor, Therese Anton, president of Salve Regina University? Pick a beautiful, centrally-located venue and solicit a donation of space.



RIWHE women at round-table discussions at Salve Regina University where meetings are held.

Getting a Little More Ambitious

The executive committee suggested that the coordinator ask each president for \$500 to fund future activities of the organization, including partial funding of the annual regional conference that began in New England last year. All but one president graciously provided the funding with no strings attached. The money is kept in an account overseen by the foundation at one of the public institutions. The fund has allowed us to plan a more elaborate annual conference without charging membership dues or raising the cost of the annual conference.

Last year we also added a new feature to the conference: RIWHE honorary membership for a woman who is not in higher education but has been supportive of it. This year we inducted the state's first female attorney general, who has had multiple, diverse careers, most recently as a talk show host. These fabulous women are inducted and address our group with insightful, unique perceptions of leadership. We invite the inductees to bring a guest, and they often turn out to be show stoppers.

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The governor and his entourage were front and center to see his first lady inducted. Our most recent inductee invited a Broadway actress with whom she was judging the Miss Rhode Island contest that weekend.

Keeping the Organization Fresh

Retain a core of members but add newcomers who bring fresh ideas and talents. This year we added an emeritus membership category because some of the women vice presidents and deans who were great role models were retiring and no longer eligible for active membership. We voted to invite these women to future conferences as our guests.

This past April, RIWHE also merged with another small, similar statewide organization. This organization had what RIWHE lacked: young women and a series of small frequent professional development meetings. I met a leader of the organization when she called (after reading my article on women in higher education in *Boston Business News*) to ask if I would speak before their organization. After hearing about her organization, I suggested our organizations should merge. In our agreement, they maintained their own treasury so

that they can plan and pay for the small meetings they have always hosted. For example, next week our merged organizations will host a dress-for-success activity being held at Nordstrom's department store with an image consultant. Their steering committee has simply joined our larger executive committee for other decision making such as planning the annual meeting. It is a happier-than-most marriage.



RIWHE women at round-table discussions at Salve Regina University where meetings are held.



To Raise Money, Tell Stories from the Heart

Josie Baltodano

Storytellers make the best fundraisers. Donors respond to a compelling story, Dr. Josefina Baltodano told women at the ACE Network State Coordinators' Leadership Conference in February. "Don't think of it as raising money," she said. Some feel uncomfortable asking for gifts, but women have told stories for thousands of years. Think of Grandma Moses. Think of Maya Angelou. Dr. Baltodano is Executive VP for Strategic Planning and Advancement at Alliant

International University in San Francisco. Before that she ran a \$50 million capital campaign for John F. Kennedy University in Orinda CA. Her tips can help anyone who's passionate about a cause that needs support. Rich stories of ancestors or institutions inspire and build connections. Stories communicate to hearts as well as minds, and the path to the checkbook runs through the heart. Listeners want to become part of the story.

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Craft your story. Beautifully crafted stories convey numbers, narratives, images, and passion. They're both personal and quantifiable. Elements include:

- Organizational history
- Strategic plan
- Names of supporters
- Mission
- Vision
- Needs

Know your roots. The ACE Women's Network began soon after the American Council on Education established its Office of Women in Higher Education in 1973. With a Carnegie grant four years later, the office started state-level networks to develop women's leadership. They spread from California, New York, and Florida to become a nationwide web of networks. "You have to be really clear about your mission. It should dovetail with the national organization's mission," namely to increase the number of women in presidencies and other policy-making positions, she told coordinators. Whatever your mission, make sure it fits that of the larger institution. Draw up an action plan linked to goals and objectives that reflect the mission. Use the plan to identify needs. Then tell the story to inspire donors. Mission and stories generate passion. Immerse yourself in the story to fan that inner flame. "The story will get you so excited that others will want to give you money," she said.

Select the storyteller. "For me, the best storyteller is the individual who speaks from the heart," she told WIHE. Who can speak in the most convincing and passionate way? "At the very core is the inner voice."

Know your audience. A personal relationship to the listener helps. The best person to approach a corporate CEO is another CEO, peer to peer. Others may have roles in helping tell the story: A specialist might have the best handle on facts and figures or a student might tell how your program changed her life. Alliant's most famous alum is actor Jamie Foxx, who studied piano from 1986 to 1988 on the school's Scripps Ranch campus in San Diego. When Foxx won the 2005 Academy Award for Best Actor for his portrayal of blues singer Ray Charles, ABC affiliate Channel 10 in San Diego called the system office. Baltodano decided the best storyteller would be someone who knew Foxx in his student years. Professor Emeritus Jack Tygett was delighted to be interviewed. The noted choreographer, actor, and

director had headed the music theater department and worked with Foxx in several productions. Channel 10 interviewed him in the same theater where Foxx began his acting career. Tygett told the story of Foxx as a student on scholarship who played the piano at every chance, from classical to blues and ragtime. He concluded with the school's pride in Foxx and its wish to help others as it was able to help the young actor. Voice, timing, and setting were perfect. Channel 10 ran the program several times.

Identify, involve and invest. Identify potential donors. Who should hear your story? For state networks she suggested:

- Corporations
- Foundations
- Local college presidents
- Women who've benefited in the past
- Men, many of whom are young entrepreneurs looking for places to invest

Involve the donor's emotions. The story is your case statement. It needs to touch the listener's heart. "A storyteller is a heart speaking to a heart," she told WIHE. At the end of the story, you name other recent donors and reach out to the listener. "You want them to begin to envision themselves in the story," she told WIHE. If they decide to invest, the next time you tell the story it may include them.

Raising money is about making friends. Whether or not you get the money is secondary. If they say no, thank them and say you'll be back next year. If they say yes, show them the results of their investment. Keep in touch and build the relationship. One donor said he liked to help students who have the ability to go to college but lack the money. His promise of \$200,000 a year for scholarships grew into \$2.4 million. Students he'd helped told their stories at a thank-you luncheon. Young minority graduate students and older students in their fifties told him, "Without you I couldn't have gone to college."

Stories keep the heart engaged. First-time donors may give again. Some may carry the story to other potential donors. "Telling the story is the joy of fundraising, and women do a wonderful job of it," she said. —Sarah Gibbard Cook

UPCOMING EVENTS

- September 29, 2005** **New England Regional Networks Conference in Worcester, MA** (contact: Darcie A. Miles, Executive Assistant to the President, Lyndon State College, PO Box 919, Lyndonville, VT 05851-0919, Tel: 802-626-6404 / Fax: 802-626-4804 darcie.miles@lyndonstate.edu)
- October 6-8, 2005** **Educating All of One Nation 2005 Conference,** <http://www.acenet.edu/AM/Template.cfm?Section=Events2&TEMPLATE=/CM/ContentDisplay.cfm&CONTENTID=11015>
- October 14, 2005** **Vermont Network State Conference,** <http://www.vwhe.org/>
- October 12-14, 2005** **REGIONAL FORUM at California State San Marcos** <http://www.acenet.edu/AM/Template.cfm?Section=Leading&Template=/CM/HTMLDisplay.cfm&ContentID=5451>
(See NOTE below)
- 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** <http://www.acenet.edu/AM/Template.cfm?Section=Leading&Template=/CM/HTMLDisplay.cfm&ContentID=5451>
(See NOTE below)
- June 2, 2006** **Virginia Network State Conference,** <http://www.ace.prov.vt.edu/>

NOTE: *The REGIONAL FORUM and NATIONAL FORUM are 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 (owhe@ace.nche.edu) to request an application. Spaces are limited so apply EARLY.*

NetworkNews Editorial Board

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For more information regarding any of the programs offered by the American Council on Education's Office of Higher Education (OWHE) please visit the website at: <http://www.acenet.edu/programs/owhe/>

NetworkNews is a quarterly publication distributed in February, April, August and October.