

Fall  
1991  
Oregon  
Newsletter

American Association of Women in Community and Junior Colleges

A Council of the American Association of Community and Junior Colleges

# Welcome To The Annual Oregon AAWCJC Conference!

December 1991, Portland, Oregon

As Gail Sheehy once said, "With the only certainty in our daily existence being change, and a rate of change growing always faster in a kind of technological leapfrog game, speed helps people think they are keeping up!" For the next two days, take a time out to get reacquainted with one another, listen, laugh, reflect, and have a good time. This one's for YOU!



## Keynoter Profiles

### **Norma Paulus**

Thursday, Opening Session

Norma Paulus is currently the State Superintendent of Public Instruction. She has served three two-year terms in the Oregon House of Representatives, where she was a leader on women's issues and environmental legislation. In 1976, she ran for Secretary of State, the first woman to win a state office in a statewide race. In 1987, she was appointed to the Northwest Power Planning Council. She is a graduate of Willamette University Law School and was awarded an Honorary Doctor of Law from Linfield College and Honorary Doctor of Letters degree from Whitman College. She and her husband, an attorney, live in Salem. They have two children, Elizabeth and Fritz. Both are graduates of Whitman College and Fritz recently passed the Oregon State Bar exam.

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### **Margaret Olney**

Thursday, Lunch

Margaret Olney is an attorney with the law firm Bennett and Hartman in Portland. Her areas of emphasis are labor and employment law and domestic relations. She has worked extensively with Oregon teachers and other school employees. She is the treasurer of the Oregon Alliance for Progressive Policy, a coalition of labor unions and grass roots organizations which have joined together to promote progressive policies in the State of Oregon. She is a graduate of the Northeastern University School of Law and is a member of the Oregon State Bar.

### **Dr. Elaine Johnson**

Thursday, Banquet

Dr. Elaine B. Johnson, Associate Dean of Language and Literature at Mt. Hood Community

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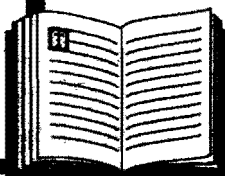
## Keynoters (Continued)

College in Gresham, Oregon, has extensive and varied experience as an administrator and teacher. She received an honors B.A. from Mills College, an M.A. in English from Indiana University where she studied as a Woodrow Wilson Fellow, and a Ph. D. in Renaissance literature from the University of Oregon.

Johnson has been on the faculty at Huron College, Ontario Western Washington University, Pacific Lutheran University and The Charles Wright Academy in Tacoma.

Although Johnson has published on various topics, she regards herself primarily as a scholar dedicated to classroom instruction. For her scholarship and teaching, she has often been honored. For example, she was appointed an Honorary Fellow of Huron College, awarded a National Endowment for the Humanities Fellowship for Independent Study, presented an Outstanding Teaching Award from the University of Chicago, and named recipient of the Inspirational Faculty Award by Charles Wright Academy. Most recently, Dr. Johnson was invited by the Associated Student Government at Mt. Hood Community College to present the inspirational address at their fall term retreat. Johnson lives in Portland with her husband and teenage son.

**Catbird Seat Bookstore will be set up in the lobby of the Marriott between 8:00 - 2:30 Thursday/Friday during the conference. They will donate 10% of sales at the conference to a scholarship fund for future conference participants. Catbird Seat will feature books that keynote speakers will be citing in their talks.**



## Maralyn Turner

Friday, Opening Session

Maralyn Turner has worked in both the public and private sectors. She was with Portland public schools as Director of Special Education and then as Assistant Superintendent. That experience was followed by a position as administrator of a Portland law firm for five years. She is now completing her doctorate at the University of Oregon, focusing on organizational change and transition. She has masters' degrees in both special education and organization and systems renewal. She is certified by William Bridges in Managing Organizational Transition and is a trained mediator. Turner is currently providing consulting services to the public school districts, higher education and the computer, wood products and metal industries. She is also teaching Leadership in Education for the University of Portland.

## Dr. Pamela Transue

Friday, Luncheon

Dr. Transue is Executive Dean of Portland Community College's Open Campus, the college's fastest growing division which includes two divisions, sixteen departments, and serves 50,000 students. She received her Ph.D. and M.A. from Ohio State University and graduated summa cum laude from the University of Washington with English Honors. Prior to coming to PCC, she was Special Assistant to the President at the University of Washington for 7 years. Dr. Transue is the author of *Virginia Woolf and the Politics of Style*.

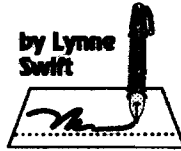
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**The first annual Leadership Awards will be announced at the evening banquet at the conference. The awards are given to members who have made an outstanding contribution to the development, growth and advancement of women in community colleges in Oregon.**

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## Editorial Comment

by Lynne  
Swift



Sexual harassment, long an "underground" issue in the workplace, exploded into our public consciousness last October when we were riveted to the t.v. by the drama of the confirmation hearings on Clarence Thomas's nomination to the Supreme Court. Within my own circle of friends and acquaintances it was common to hear personal accounts of past harassment mingled with speculation about the truth of Thomas's and Hill's testimonies. Many women remembered a specific, distressing incident of harassment in their worklives; nevertheless, opinions about the testimony on *both* sides ranged from unswerving belief to skepticism.

Since that time, both public and private employers have become concerned with the possibility of an increasing number of harassment claims from female employees. In a 9th Circuit Court of Appeals case decided earlier this year, the court held that the impact of alleged sexual harassment must be viewed from the standpoint of a "reasonable woman" rather than the gender-neutral "reasonable person" standard. In an article in the *Daily Journal of Commerce*, Oct. 16, 1991, Paula Barran, a Portland lawyer, is quoted: "With the opening up of this victim's perception standard, we're already starting to see much more litigation and more claims."

Although federal law mandates policies prohibiting sexual harassment, the enforcement of those policies by employers may lack the aggressive push necessary to remedy the situation. Some companies, like A.T.&T., however, have strong programs that are widely

respected in industry. In an October 20 article in the *New York Times*, A.T.&T. says that 19 of every 20 complaints received are valid. However, the fear of reprisal, the discomfort of reporting sexual harassment, and society's general lack of support for women who file complaints can make even the best of policies ineffective for many women.

Colleges and universities are not immune to charges of harassment within their campuses and, in fact, have been the object of considerable investigation on the subject, both from a staff and student perspective.

It is essential that educational institutions have a policy on sexual harassment that is unambiguous and specific, and, equally as important, there must be an attitude of support for "whistle blowing" when whistle blowing is warranted. It does no good to embrace a policy when, in practice, we lack the courage to stand with each other on this issue. Regardless of what we believe about Clarence Thomas and Anita Hill, we have an opportunity to gaze with clear eyes at who we are and what we believe.

**Summary of Federal and Oregon laws regarding sexual harassment in the workplace:** Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct constitute sexual harassment when:

1. Submission to such conduct is a term or condition of an individual's employment,
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual, or
3. Such conduct unreasonably interferes with an individual's work performance or creates and intimidating, hostile or offensive working environment.

-29 Code of Federal Regulation, Chapter XIV, Sec. 1604.11



# Speak Up!

## To the Editor:

*It seems that I have never been involved in any of the AAW activities on this campus and I've been trying to think why that is. As I looked over the State Conference announcement, I realized that the dates are Thurs., Fri. I don't know about other teachers, but I always have class scheduled those days; usually a clinical...With limited time in 2 yr. nursing, I feel constrained to meet all my classes. All the stuff you mention above takes me somewhere beside my job and personal activities and responsibilities. I'd like to be a part of women's organization but I don't want to be a part of a group which is always dissatisfied.*

*The survey on pg. 3 of the Spring '91 publication [ED. NOTE: refers to Betty Duvall's speech at the AAWCJC conference citing statistics regarding women in Oregon community colleges] was disconcerting - poor me stuff. This victim mentality needs to be worked on. Women can't expect others to solve their problems. It has to come from within. An*

*unwillingness to be victimized, hard work at those things which improve self and skills, self perception which is true and positive, continuing learning - not just going to school, sense of humor and realization that top-of-the-heap is not the only way to success or self-fulfillment.*

*-Ms. Gene Graham Crumpton,  
Mt. Hood CC*

**Have you ever gone to a workshop/ conference or participated in an exchange or mentorship that significantly altered your professional or personal life?**

*The Leaders Conference I attended at Scottsdale in April 1990 was an exhilarating professional development experience. Carolyn Desjardins' facilitation skills encouraged each participant to be and to share. I was privileged to work with a group of women who were able to respect the skills and contributions of other members in the group, encourage and make sure each group member*

*participated, and have bushels of fun while developing the group project. During the leaders week I laughed, cried, sang, danced, shouted and was silent. Every action was acceptable and supported. Every being was respected. Leaders was a highlight in 1989 and stands out as a superb professional development experience. -Patricia Bruneau-Gaber*

*I went to the SAIC (Sam Keltner) workshop on Interpersonal and Small Group Communication at Menucha. It gave me wonderful and useful insights into my own communication habits, group process, and personal and professional relationships.*

*-Anonymous*

*June 1990 conference just for women produced by Clemson University which was excellent. The last speaker talked about gender styles of communication with humor. What a way to end and at 4:30.*

*-Sue O'Reilly*



## Speak Up! (Continued)

I attended a workshop in Salem put on by OCCA. It was very informative. I felt like I left with a much better understanding of how the community college system works from the top down. The speaker was great. He had written a book on personalities and how to create teamwork. I also met a lot of women from the different colleges. -Susan Bates

I loved my time at the National Institute for Leadership Development, Phoenix, 1985. The program content was excellent and the time spent with 50+ vibrant, strong women was so exhilarating. One of my best weeks!

-Anonymous

The Leaders program is far and away the best professional development experience I have had. The workshop itself, the project and the networking have been invaluable to me and I would credit this program with the advancement I have made in my career to date. - Mary Spilde

Definitely the National Leadership Institute. I went in Phoenix, 1990. I still call past "leaders" to get information on programs or help in solving a problem. -Anonymous

Some might not consider a yoga retreat "professional development," but I believe all life experiences contribute to the person we are constantly becoming, if we allow new and interesting experiences to challenge us. From my hustle-bustle life I wanted to snatch a weekend of tranquility with different dimensions. As we went through the various

activities, I learned to eat like a vegetarian, sit quietly and meditate, listen to the sounds around me, be aware of the movement of my body and its muscles as I walked, hiked, danced, and played. But the most special time of that weekend was a period of silence and the opportunity to draw inward or outward, as we so chose, to enjoy the "sounds of silence," to heighten our awareness to the scents and scenes around us, to listen to the waves of the ocean slapping against the rocks and the calls of the birds. My awareness to the things around me were really heightened from the experiences I had on that yoga weekend - not only did I learn to relax more deeply, but I learned to appreciate more fully and to listen more carefully - to the sound of nature, of my inner voice, my God and my fellow travelers on this journey of life.

-Julie Baker

A professional development experience that meant the most to me was the Oregon External Program which was administered by the Department of Education. The leader, Jim Schlegel, and the other participants provided a wealth of information and a diversity of experience and expertise to share with others.

-Judy Cochran

In general, the best professional development experiences I have had were jobs I have taken that provided a stretch; where I jumped in and had to swim as if I knew what I was doing, which I usually did as it turned out. However, one mentoring experience, which gave me a boost into the training and development field stands out in my mind. While working at the Northwest Regional Educational Laboratory in Portland, I had been doing primarily product development (writing and editing) for a



## Speak Up! (Continued)

number of years. A program director there approached me about working for her on a new project. She wanted my writing skills and attention to detail; she knew I wanted to get into training for a career. She offered to give me a variety of opportunities to train if I would work for her in the writing and development of a multicultural training program. This experience proved invaluable, and I'll not forget her willingness to take a chance on me and provide the opportunity for me to gain experience and expertise in my chosen field.

-Karen Stone, Clackamas

I have had many meaningful professional development experiences. One that stands out is participating in the AACJC conference in Seattle two years ago. It was the first conference I had attended where I had not felt like a second class citizen because I worked at a community college. Many of the meetings and conferences I attend are dominated by the baccalaureate institutions. That Seattle conference was very validating and liberating. Wish I could go to more AACJC conferences. -C. Kerlin, COCC

The most effective, high energy conference I have had the privilege of attending is the annual Oregon Health Promotion conference sponsored by the State Dept of Education. Chemeketa sends a team of staff members each year. The team is a mix of classified, exempt and faculty members, both male and female

within various departments. Our common interest is in creating an atmosphere that will encourage wellness for Chemeketa staff. What makes the training so effective is the team building of living together for a week, holding daily meetings, a wide variety of high energy sessions, excellent keynoters and the writing up of an action plan of how we will apply what we have learned to our wellness program at Chemeketa during the next year. -Meg McGill

**Speak up!** is a forum for opinion pieces, letters to the editor and responses to articles in the newsletter.



*"For only a lucky few is work such an integral part of life that the distinction between work and play vanishes, both becoming no more than different ways of manifesting our full potential for the art of living...In such cultures, 'work' is seen merely as doing whatever you are doing at that particular moment in your life."*  
-Colin M. Turnbull



## College News

### Clatsop

-Linda Oldenkamp

Thanks to a great team effort, Clatsop Community College now has a program for single parents and displaced homemakers. Involved in writing the grant were staff members **Judy Adams, Linda Gallino, Lynda Hatfield, Anne Klinger, Linda Oldenkamp, Sally Oleson, and Florence Sage**. **Alice Morton** has been hired as the project coordinator. Morton has a masters degree in Adult and Community Education.

**Carol Puls**, secretary in Developmental Education, has gone on to a new job. With her new bachelors degree in Business Management, she has been hired by Tongue Point Job Corps Center in Astoria as the business education instructor.

**Kitty Paino** has been appointed as the College's new AA/EEO officer. In August, she attended the "Affirmative Action in Higher Education" workshop in Boston.

Clatsop's newest faculty member is **Angela Harris**, who will teach Developmental Education. Harris comes from St. Louis, Missouri. She has a masters degree in English and seventeen years of teaching experience.

**Sherry Harbert**, who has worked for the past year in Extended Learning, has been hired as the new Assessment Specialist for Student Services. She holds a bachelor's degree in government and Russian Studies.

**Robin Priddy** has taken charge of the South County Center. She has a bachelor's in Business Administration from Penn State and owned her own computer business for three years in the Washington, D.C. area. She has been SBDC director for two years.

### Blue Mountain

-Cynthia Hilden

Two women have joined the tenure-track faculty at BMCC. They are **Caroline Le Guin**, English and **Dr. Jan Acsai**, Botany.

Dean of Instruction, **Sharon Dyer**, attended a month-long course in leadership at Harvard University this past summer.

**Tina Moore**, nursing instructor, attended the International Congress on the Prenatal Psychological Association of North America in July 1991.

**Bette Husted**, English instructor, attended the Fishtrap Writers Gathering & Poetry Workshop at Wallowa Lake in July 1991.

### Clackamas

-Karen Stone

Several Clackamas women received awards at the Staff Recognition picnic in September. PE instructor, **Gladys Michael**, received a Successmaker award; Public Information Office Supervisor, **Lisa Wilcox**, received a Banyan Tree award; **Roxie Hobart**, CCC Controller, received the fourth annual Dick Cooper Award for Excellence. Ace-In-the-Hole Awards, which are given to Classified staff who, in the minds of their peers, exemplify hard work and dedication to their jobs, were received by **Corky Fields, Deanna Conner, Maureen Jones** and **Suzu Alexander**.

Staff changes and promotions the past few months include **Tammy Lamb** and **Loretta Mills**, who job share and were



promoted from classified staff to supervisors in the Computer Information Management Systems department. **Debbie Baker** has moved from her role as Director of Student Activities to Director of Community Education.

**Melissa Banks** has taken on the new role of research analyst in the office of institutional research.

## **Central Oregon Community College**

-Christine Kerlin

**Helen S Vandervort**, Director of College Relations and Development, will retire December 31, completing 21 years of service to Central Oregon Community College. She also served as the Executive Director of the COCC Foundation for the past six years. Upon leaving the college, she will open a private consulting business specializing in non-profit organizations.

**Judith Roberts**, Director of Personnel, and **Viviane Simon-Brown**, Director of the Central Oregon Consortium for Higher Education, recently completed Lewis & Clark's Executive Master in Public Administration Program. "It's been three long years but we did it!" said Roberts.

## **Columbia Gorge Community College**

-Judy Cochran

**Sandra Gettman** has been appointed to coordinate both the Columbia Gorge Community College Career Center and VISIT Center. She previously coordinated the Life Skills classes for participants who are single parents and displaced

homemakers. Gettman has a Master's in Counseling from PSU. Before coming to the college, she was a drug and alcohol counselor at a mental health clinic in The Dalles.

## **Lane Community College**

-Lynne Swift

**Lee Paez** was appointed director of the Counseling Department on July 15.

She had been counselor and director of global studies at Richland Community College in Dallas, Texas, since 1982, where she also managed their honors and classics programs. Paez earned a doctorate in counseling at University of North Texas, and a masters in counseling at University of West Virginia.

**Barb Delansky** was hired as director of Student Activities and Auxillary Services in June .

Delansky formerly worked at the U.O. Division of Teacher Education as an academic advisor following stints as internship coordinator in leisure studies and director of the YWCA. She is a Ph.D. candidate at the U.O. in Leisure Studies, has a master's degree from Indiana University in recreation administration, and a bachelor's degree from State University of New York at Cortland in physical education.

**Marie Matsen** was named administrative assistant to President Jerry Moskus and assumed her new duties August 1. Matsen, who has been with the college ten years, is leaving a position as research analyst/computer specialist in Research, Planning, and Evaluation. In July, she received a Ph.D. from the U. of O. in Educational Policy and Management.

French instructor **Ginny Nelson** was named Instructor of the Year. Nelson has a master's and bachelor's degrees from the U.O.





## College News (Continued)

**Colleen Cairney**, administrative assistant for Industrial Technology, and **Karen Bond**, administrative assistant for Social Science, were named Outstanding Classified Support Staff of the Year. Cairney has worked in IT for eight years. Bond has been at Lane 22 years, with the last 15 in Social Science.

**Joan Ryan**, business instructor, has been named Post-Secondary Teacher of the Year by the Oregon Business Education Association. The award, which encompasses all college, university and business schools in the state, is based on a point system consisting of teaching experience, participation in professional organizations, speaking and writing activities, contributions to business education and philosophy of business education.

**Debbie Powers**, employee with LCC since 1974, became secretary to the vice president of Community and Economic Development Branch on October 1. She was administrative secretary to Community Education and Economic Development Division.

**Barbara McCall**, Library circulation supervisor, has been listed in the 14th Annual Edition of the National Dean's List, 1990 - 91. McCall has just completed work on her bachelor's degree and graduated from Northwest Christian College in June.

**Jean Conklin**, director of the Career Information Center, has been elected to the board of the Oregon Career Information system. CIS is the computerized career information program.

**Jane Benjamin**, Social Science geography instructor, was one of 14 fellows in a Fullbright-Hayes faculty abroad project in Chile last summer. Benjamin teaches Cultural Geography, Geography of Oregon, Geography of Eugene and Geography of Mexico and Central America. She has spent the last two summers in Mexico developing a program for LCC students there.

**Judy Rathman**, who teaches "Acrylic Painting: Decorative and Fine Art" through the Continuing Education department, recently received the Pacific Northwest Liquitex Certified Instructor of the Year Award from The Liquitex Art Products Division of Binney & Smith, makers of crayons and art craft products.

**Annette Newman**, nursing instructor at LCC, has been involved in a group research project in elder care as part of her master's work at O.H.S.U. The group's work was published in the form of a poster and distributed at a recent national nursing conference on the subject. Newman was inducted into the Beta Psi Chapter of Sigma Theta Tau, the international honor society of nursing, on May 27 of this year.

Congratulations to business instructor **Joan Ryan** for her recognition as Post-Secondary Instructor of the Year by the Oregon Business Education Association.

A new book on using graphing calculators by **Alice Kaseberg, Steven Myers and Robert Thompson**, LCC math instructors, has been published by Worth Publishers.

**Carol Beckley**, Administrative Services, and **Judith Gabriel**, College High/2-2 Tech Prep, have been selected as Lane's nominees for the 1992 Leaders Program run by the National Institute of



Leadership Development. Beckley's project is titled, "Making the Budget User Friendly." Gabriel's project is "Work Ethic Mentoring."

## Umpqua Community College

Peggy Shippen, Director of Personnel, has been appointed as a member of the Oregon Higher Education Alcohol and Drug Committee. She also chairs the UCC Substance Abuse Prevention Committee.

Linda Ericksen made a presentation entitled "Empowering Women with Computers" for the AAWCJC Western Region conference held in San Jose last summer.

Sonia Wright-Holt, Director of Community Relations, is serving as President of the local AAUW Chapter. Oregon's state AAUW conference is slated for April 10, 11, & 12 on the Umpqua Community College campus.

Doris Johnson, Director of Adult Basic Education, initiated a Life Skills Program that experienced tremendous growth. The program has become an important part of the total adult literacy effort, serving economically deprived citizens.

Jacky Hagan, Vice President for Student Services, recently served as a team evaluator for the Pacific Northwest Accreditation Association.



## Campus Contacts

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

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*If the world were merely seductive, that would be easy. If it were merely challenging, that would be no problem. But I arise in the morning torn between a desire to save the world and a desire to savor the world. That makes it hard to plan the day. E.B. White*

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## Board Vacancies

Here's your chance to take an active role in a dynamic, growing organization that has *your* professional interests at heart!

Nominations are now open for six AAWCJC state board positions: President-Elect, Vice-President for Finance, Vice-President for Communications, and three at-large positions. All officers serve for two years. V.P. for Communications will only serve until January 1993. The board meets 3-4 times a year and has a spring planning retreat

### **PRESIDENT-ELECT**

1. Promote membership and interaction among women in community colleges.
2. Maintain and update a list of college contacts.
3. Participate on the annual conference planning committee.

### **VICE-PRESIDENT-COMMUNICATIONS**

1. Disseminate information on courses, workshops, programs and services for women.
2. Keep the minutes of the meetings of the Executive Committee and state chapter.
3. Coordinate information sharing through newsletters, telephone trees, or other methods deemed appropriate by the membership.

### **VICE-PRESIDENT-FINANCE**

1. Prepare an annual budget.
2. Maintain proper financial records and make reports to the Executive Committee.
3. Maintain membership records.

### **MEMBER-AT-LARGE**

1. Promote membership and interaction among women in community colleges.
2. Carry out any other assigned special projects.

Turn in your nominations at the registration table at this conference or mail to **DIANE MULLIGAN**, Portland Community College, PO Box 19000, Portland, OR 97219-0990. The deadline for nominations is January 17 and the ballots will be mailed in early February.

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### **NOMINATION FORM**

NOMINEE:

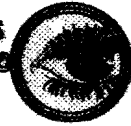
BOARD POSITION:

COLLEGE:

PHONE #:

YOUR NAME AND PHONE#

## Tips For Focusing On Computers With Over-40 Eyes



- Minimize reflected glare on the screen by positioning the monitor so that windows are not behind you. Also try not wearing light colored clothes. Control light from windows with blinds or curtains if needed. Screen glare guards can be used as a last resort.
- Most offices are over-lit for computers. Consider removing half of the tubes from the florescent fixtures in your area.
- If lighting can't be reduced, light glasses can be incorporated in your glasses to reduce glare. Also try

placing a paper "hood" on the monitor to shade the screen from overhead lights.

- If your eyes burn, you are probably looking "wide-eyed" at the screen and need to blink more.
- Take "eye breaks" as needed. Look at a distance and do some "stretching" by looking from side to side for a few seconds. Also just do some other task for a few minutes if you can.
- Long term use of computers is the most demanding visual task that we can do; and little eye conditions often become big problems if they aren't properly corrected. So have your eyes examined once a year.

### 1991-92 AAWCJC Board Members

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The Executive Board and AAWCJC membership wish to thank outgoing board members Jacky Hagan, President, Diane Mulligan (President-Elect), Mary Spilde (Past-President and State Coordinator), Joanne Walker (Vice-President, Finance) Lynne Swift (Vice-President, Communications), and Patricia Bruneau-Gaber, Stephanie Sussman, and Hilda Thompson (Members-at-Large) for their hard work and dedication to AAWCJC.

**Editor: Lynne Swift**

**Layout and Design: Georgeanne Baker**

**Printing: LCC Printing & Graphics**

**Contributors:**

**Karen Stone, Cynthia Hilden, Stephanie Sussman, Diane Mulligan, Linda Oldenkamp, Judy Cochran, Christine Kerlin, Lynne Swift, Jacky Hagan, and all you anonymous folks who sent in your favorite professional development experiences.**