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Spring 2007

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Message from the Executive Board Chair

Josie Baltodano

President, Marian College of Fond du Lac (WI)

In the spirit of continuing to improve the status of women in higher education, and during this springtime season of renewal, this message is dedicated to the extraordinary work the Network has done in growing the pipeline of women leaders in academe.

Future issues of *NetworkNews* will continue to showcase other Network successes as numerous events are scheduled for this spring and beyond. Highlights from a number held thus far this academic year include:

- Southern California's still young organization had 80 participants at their fall event at UCLA.
- The Florida Network hosted a reception during the American Council on Education's Annual Meeting in Washington, D.C.
- Georgia hosted an excellent ACE Regional Forum in March on St. Simons Island.
- Minnesota's annual conference, held in November with 55 very enthusiastic attendees, produced seed money for future mini-conferences around the state.
- Missouri held a state conference in October at St. Louis University where they honored Mary Emily Kitterman, an emeritus member of the Executive Board, with the inaugural "Mary Emily Kitterman Mentoring Award."

- Nevada held its first Nevada Network Conference October 20 at the University of Nevada–Reno. It was a great success with more than 130 participants.
- The New England regional fall conference at Holy Cross College had approximately 80 participants.
- The New Hampshire Women in Higher Education Leadership sponsored a fall reception at Plymouth State University Graduate Center, Concord. Approximately 75 women attended.
- Oregon hosted a very successful ACE Regional Forum in October in Portland with 31 attendees.
- In Pennsylvania, Dr. Ann Weaver Hart, Temple University's new president, was the host and featured speaker at a November 17 regional Network conference. Over 200 women attended.

Special appreciation to our leader, Donna Phillips, whose article in this issue should inspire all of us to reach out to our women colleagues and get them involved in the Network.

In your service,

Josefine Baltodano, J.D.

President

Marian College of Fond du Lac

News from ACE OWHE: Women and The American College President Report



Donna Burns Phillips
Director, Office of Women in Higher Education

What if you want to be the president of an institution of higher education? What if your best friend and colleague or your daughter has the same dream? Looking the way you or she does, with a portfolio like yours or hers, at this point in your or her life, just what kind of chance is there?

I hope by now you all have in your possession a copy of ACE's 20th anniversary edition of *The American College President*. But in the event you don't, here are some of the highlights pertinent to women and women's advancement:

- 23% of all sitting presidents (at the moment of the survey) are women, which is a significant improvement from the 9.5% in 1986. Almost equally significant, however, is the slowing of the growth rate—only a 1.8% increase over the figure for 2001.
- The percentage of women of color who are included among those women presidents has increased over twenty years from 10.6% in 1986 to 18.9% in 2006, which means that for every one hundred presidents (male and female), only about 4 of them are women of color. Almost 2/3 of all presidents will have had as their previous position (1) another presidency (21.4%), (2) a provostship (31.4%), or (3) a senior position in academic affairs (12.4%). The figure for women is even higher: 70.8% have this background, and only 5.5% come directly from student affairs.
- Almost half of all presidents are 61 or older; only 8.1% are 50 or younger.
- Close to 90% of male presidents are married or have a domestic partner, but fewer than 2/3 of women presidents have a spouse or domestic partner.
- Finally, by institutional type, women account for 26.6% of presidents in the public sector (with the highest concentration in baccalaureate institutions) and 18.7% in the

private sector (with the heaviest concentration at associate degree granting colleges).

Viewing these numbers with a glass-half-full perspective, we can see two clear plusses:

- However slowly, women in general and women of color in particular continue to advance, and
- There is unlikely ever to be a more opportune time than the next ten years to diversify the profile of American college administrators and presidents.

To take advantage of these projected openings, however, we need to be certain that the administrative pipeline itself reflects the diversity we're aiming for. The ACE State Networks and Leadership Forums are giving us reason to believe that the talent on the horizon promises a more diverse pool. What we are less certain of is the profile of current provosts and senior academic leaders. How many are women? What percentage are women and men of color? Do they actually want a presidency? How many of them are of an age to retire at the same time as the current presidents? If half of them retire, and even half of those remaining either don't want or aren't qualified for a presidency, who will step in? Ordinarily, when someone says, "The future is in your hands," we don't really believe it to be true. But in this case, the future of higher education really is in our collective hands—the hands we extend to pull someone into the Network, to act as a mentor, to write a letter of nomination or reference, to support someone's professional development, or to open someone's eyes to the possibilities.

When you offer your hand, as an individual or as a Network, you give back and you pay forward. That is how a better present and a better future are created.

Research Note Part I: The HERS Alumnae Survey



Nancy Diamond
*Visiting Assistant Professor of History
Temple University*

The Higher Education Resource Services (HERS) has prepared women for academic leadership since the mid-1970s when federal legislation and regulation mandated an end to gender discrimination in educational institutions. Since that time, more than 3,400 have attended one of the HERS gender-specific residential institutes offered annually at Bryn Mawr and Wellesley Colleges. A recent survey captured personal, educational, and career information of women who participated in one of the HERS programs during the years from 1976 to 2003. Conducted during February 2004 by Temple University's Institute for Survey Research, the survey used a self-administered questionnaire distributed to 2,887 HERS alumnae for whom there were reliable contact information. Findings are based on 1,347 returned surveys.

One objective was to identify information about HERS alumnae who had attained positions of academic leadership, defined at the level of "Dean and above." There were 236 HERS respondents in this category, including 115 Deans, 66 Vice Presidents, 36 Vice Provosts, and 19 Presidents.² Twenty-eight of

The HERS Alumnae Survey is part of the HERS History Project, which is supported with a grant from The Andrew W. Mellon Foundation.

² At the time of the survey, 80% of the HERS respondents were working in the field of higher education. Another 10% were employed in other sectors (e.g., business, government, elementary or secondary education, other non-profit or social service agencies, or as independent consultants), and nine percent were retired or retired and teaching /consulting. A very small number were homemakers or volunteers. The 236 HERS alumnae who attained positions of dean, vice president or provost, vice provost, or president comprise 22 percent of HERS respondents working in higher education.

them—two presidents, two vice provosts, seven vice presidents, and 17 deans—are women of color. The Deans-and-Above averaged age 44 at the time of HERS attendance and age 56 at the time of the survey. Presidents, however, were both younger (age 42) when they attended one of the HERS Institutes and older (age 62) when surveyed. More than 70 percent were married or partnered, with presidents more likely to be partnered. The Deans-and-Above were less likely than HERS respondents overall to be divorced or separated, but the difference was not significant. Regardless of family status, more than three-quarters noted that family responsibilities had influenced their careers.

As might be expected, most of the Deans-and-Above had earned doctorates or first professional degrees at a rate somewhat higher than that of HERS respondents overall, although women in both groups chose similar fields of study—primarily education, the humanities, or the social sciences. Most Deans-and-Above received their highest degree during their twenties and thirties, but about 20 percent earned degrees during their forties and fifties. Perhaps surprising, one-quarter of the Presidents earned degrees during these more advanced years.

More than half of the Deans-and-Above worked at a public institution, chiefly at a doctorate-research or a master's/comprehensive university. Of those at private institutions, about 40 percent were at master's universities, about one-quarter at doctorate-research universities, and another quarter at baccalaureate colleges. Presidents tended to work at private master's universities, whereas Vice Presidents worked at private master's universities and baccalaureate colleges. Vice Provosts mostly

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were employed by public or private doctorate-research universities, while Deans primarily were at public doctorate-research and master's universities.

Positions held by the Deans-and-Above at the time of their HERS attendance suggest a multiplicity of options for pursuing academic leadership. About one-quarter of the group had been faculty members or faculty members/department chairs, but the remainder held administrative positions that ranged from coordinator and assistant director to more senior posts. When they attended HERS, one-third of the Presidents had been faculty members, but others were vice presidents, deans, or assistant or associate deans. A smaller number of Vice Presidents came from the faculty, and almost half had been directors or assistant or associate deans. Among the Vice Provosts, almost one-third had been faculty, but more than 40 percent served in administrative roles, including assistant or associate dean, director, assistant or associate director, executive assistant, or coordinator. More than one-third of the Deans had been faculty, but a substantial number held positions either as dean or assistant or associate dean.

When asked about obstacles to achieving their career objectives, more than three-fifths of the Deans-and-Above indicated that they had experienced some significant stumbling block. Presidents were the least likely to note an obstacle, and Vice Presidents were the most likely, but these differences were not significant. Of those who identified an obstacle, most noted that HERS participation had helped them to address that barrier. Presidents were the most likely, and Deans were the least likely, to credit HERS with helping them to overcome the obstacle, but again, these differences were not significant.³

³ For supporting data and/or further information, please contact Nancy Diamond, Visiting Assistant Professor of History, Temple University at diamond7@temple.edu

NOTE: Part II will appear in the Fall Edition

NEW RESOURCE!!

National Clearinghouse on Academic Worklife (<http://www.academicworklife.org>) is a new online resource for campus leaders, faculty, researchers, administrators and others exploring life in academia. Search for articles, reports, or policies from a wide range of disciplines. The Clearinghouse will be your go-to resource if you are concerned with non tenure track faculty, faculty policies that encourage flexibility, the role of chairs in faculty retention, or simply need to keep up-to-date on academic worklife issues. It is also an online community where you can exchange ideas with peers working across the country. The NCAW was developed at the University of Michigan Center for the Education of Women with funding from the Alfred P. Sloan Foundation.

EXECUTIVE BOARD MEMBER HONORED

Patricia Hyer, Associate Provost at Virginia Tech and member of the ACE-OWHE Network Executive Board, was selected as one of the 2007 Fellows of the Association for Women in Science (AWIS). The AWIS Fellows Program was created to recognize and honor women and men who have demonstrated exemplary commitment to the achievement of equity for women in science, technology, engineering, and mathematics.

Hyer is one of the authors and co-principal investigator of Virginia Tech's National Science Foundation Advance grant. The \$3.5M five-year project is focused on increasing the number, visibility, and success of women in academic science and engineering careers. Over the last several years, she has given special leadership to the development of work-life balance policies and programs at Virginia Tech. The university has established an office to assist dual career couples, increased day care, adopted a policy of "modified" duties to accommodate periods of intensive family demands such as childbirth or elder care, and revised their stop-the-clock policy for tenure-track faculty.



***Second Presidency:
Reflections on
The ACE OWHE Network***
Ann Weaver Hart
President, Temple University

I am thrilled to see more women than ever joining the ranks of university presidents. This summer I was privileged to begin my second university presidency. On this occasion, I take the opportunity to reflect on the pathway that led me to Philadelphia and the role of the ACE Network and the Office of Women in Higher Education in my journey. I also want to emphasize what the ACE Network can do to assist each of you in your professional journey.

Like so many of you, my career in higher education has given me many opportunities. However, assessing these options is not always easy, and deciding what is best for our careers and our families can be difficult. ACE allows its members to develop an unparalleled network, but also affords us an opportunity to do something that we so rarely get to do: take a step back, think about what we want out of our careers, and map out what we need to do to get there.

I first participated in the ACE Network in Utah after becoming Dean of the Graduate School at the University of Utah. I was able to benefit from the network, which was very influential with women in faculty and administration and connected women leaders across the state. While serving as dean, the Vice President for Academic Affairs, Jerilyn McIntyre, nominated me to attend a long weekend workshop sponsored by ACE. That workshop helped me focus my thinking and planning and develop a clearer view of what my career path needed to be if I wanted to become a university president. Soon after that workshop, I left Utah to become provost at Claremont Graduate University. Had I not had the benefit of that workshop and the time away from life's daily pressures to really

think about my career, who knows where I would be today.

After becoming a president, I was able to give back to the ACE Network by serving on ACE's Commission on Women in Higher Education from 2002 to 2005. There I saw the broad, national context. I also learned how a network can lose momentum without constant "care and feeding." When I arrived at the University of New Hampshire, the NH State Network had become dormant. With the help and encouragement of Claire Van Ummersen, the NH State Network was reinvigorated by the women at the University of New Hampshire

When I came to Temple University, I was welcomed by a very active and enthusiastic group of women at my own institution and across the state. I have been pleased to become part of the Southeast Pennsylvania Network by hosting a regional breakfast in the fall and sponsoring women to attend weekend workshops.

I encourage women at all stages of their careers to get involved, whether as a recipient or a mentor. One does not have to be ready to be a president to benefit from the institutional and national perspectives the OWHE and ACE State Network programs offer. Just as important, the ACE Network can provide a personal opportunity to meet with other women who can lead, mentor, and inspire. I encourage everyone out there to take a chance and consider what the next step in her own journey might be. Whether through the ACE Network, talking to mentors, or simply taking the time out of our increasingly hectic lives, each one of us owes it to ourselves, our colleagues, and our families, to really think about what we want.



Featured Leader's Pathway

Betsy Flanagan

*Vice President for Development and University Relations
Virginia Tech*

When asked to write this feature I was flattered, but without inspiration. What could I possibly have to share that might be meaningful to any OWHE reader? I stared at the nearly blank walls of my office and found a framed message by Ralph Waldo Emerson on my wall that seemed to sum up my approach to career decision making:

*Do not go where the path may lead,
go instead where there is no path and
leave a trail.*

I like the way that sounds! There is something quite appealing about that idea to me. It implies spontaneity, surprise, and the same adrenalin rush that occurs when one arrives in a foreign culture and is immediately overwhelmed by new sights, smells, sounds, and language. It leaves one weary and exhilarated at the same time. One might look at my unconventional career path through a small private college, to corporate banking, and to two large public institutions of higher education, and conclude that it represents a whirlwind of decision-making on the fly. As attracted as I am to Mr. Emerson's free spirited approach to life and as much as I relish the idea of being swept into The Land of Oz via tornado, I must admit that I chose the clearly marked road to the destination with dogged determination. There would be no randomness about my career decisions. Being out of control was never an option. I designed and built the path almost before I began the journey, and I included several hairpin twists and turns to provide interest and to insure that I would meet a dynamic cast of characters along the way.

Given my deliberate approach to career planning, I have been asked to provide insight into the philosophy and methods behind my decisions that might create one kind of trail for others to follow.

After arriving in a small private college in the mid-

70s that gave me opportunities to become exposed to just about every aspect of the academic enterprise, I knew higher education would be my home. I had a great mentor who encouraged me to enroll in the Ph.D. program in higher education at the University of Virginia. I found the program was focused on producing college presidents. The expectation for graduate students was clear: You will be a president and you will be well prepared for that leadership role. All arms pointed to the palace accompanied by the admonition, "Never lose sight of the palace and stay on the path!" Having no idea what was ahead of me, I was more than happy to keep the green lights of Emerald City in sight, follow the path, and benefit from the scenery along the way. It never occurred to me to meander from the path. This is not out of fear of where it might lead me, but because I might lose sight of the palace, become disoriented, and not arrive there at all. I chose not to take that risk.

While working at Ferrum College by day and taking doctoral classes in higher education at the University of Virginia at night, I sought to gain broad-based professional experiences that I thought a small college president might need. So, I hit the road in admissions, tried my hand at corporate development and grant writing, taught, managed the student services areas, participated on committees, served as acting dean of the college for a short period, and served as executive assistant to the president. From those experiences, I concluded that a college president, particularly of a small private institution, needed to be astute in business and legal matters, especially as they apply to cost-benefit decisions, and managing the institution's resources. So, that led me to pick two non-traditional minors in my graduate program, law and graduate business. Without having had any advanced math, accounting, or economics ever, I

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pursued these programs with significant fear and trepidation. The deeper I got into the quantitative and legal forest, the more I realized that I had to get some experience outside academe if I hoped to be an effective president. I had visions of one day being in that role and having the curtain drawn back to reveal a fraud, one who had no ability to make change and being short of a wizard's skill set.

So, I deliberately pursued an unlikely career for a "math-avoidant" person: banking in Richmond, VA at what is now SunTrust Bank. I chose to always keep one foot on the path to academe through teaching, no matter what else I did. I found that I emerged ten years later from my banking experience with a new language, financial and strategic skills, as well as insights into a foreign culture. I possessed a new confidence based in the realization that I not only survived the experience, but actually enjoyed mastering quantitative tasks. In fact, I found myself almost becoming too comfortable as a banker, and chided myself not to get distracted by a big title, big money, and big opportunities (what was I thinking??). I knew that it was "now or never" if I was going to return full-time to higher education. As I pondered the options, I knew that I needed to prepare myself to operate as a leader in untried educational venues. I decided that I needed to round out my administrative skills at a large public institution in order to be prepared for whatever leadership opportunity the future might hold, a point that my mentor reinforced in frequent calls.

A development position opened up at the University of Virginia. Timing is everything and I arrived at the inception of what would become a mega capital campaign for the university. It was a chance to put all of that financial knowledge to work to benefit my alma mater first as a director of planned giving and then later as an assistant vice president for development.

Internally, I readily accepted committee opportunities that I thought would broaden my

education further and give me insight into areas of the university that would normally be outside the scope of my job, e.g., policy issues, the challenges of working with volunteer leadership, real estate and growth issues, and diversity. I continued to teach at night and serve on doctoral committees, lest the faculty might now mistake me for an "administrator." As the \$1.4+B campaign drew to its successful conclusion, the door of the Rotunda opened to reveal several opportunities at the VP level. I applied the same decision-making criteria. Which of these opportunities would best prepare me for a college presidency in the future?

I followed that path to Virginia Tech and now serve as its Vice President for Development and University Relations. Here was an opportunity to lead an advancement effort of incredible proportions with significant internal and external constituent support. I saw an opportunity for new learning about leadership in a land-grant university that is heavily invested in STEM and in far-reaching outreach efforts. So, as I reflect on my seven years in this role, I have learned more about science, research, technology, communications, branding, and crisis management than I ever thought possible.

This "calculated approach" to professional development makes me feel confident that I am well prepared to lead an organization that would benefit from my diverse career experiences. The opportunity to serve the right institution as its president may or may not appear along the path. While there is still much to be accomplished at Virginia Tech, I continue to follow Mr. Emerson's advice, *going where there is no path, and leaving a trail for others to follow*. I relish the adventures yet to come in my career.



WE HONOR WOMEN PRESIDENTS IN NEW YORK!
Over the next year, *NetworkNews* will feature a list of women who serve as higher education institutional presidents/CEO across the country. In this edition we are highlighting women CEOs in New York.

Joyce	Brown	President	Fashion Institute of Technology
Margaret	Carney	President	Saint Bonaventure University
Lois	DeFleur	President	State University of New York at Binghamton
Dolores	Fernandez	President	City University of New York Hostos Community College
Louise	Feroe	President	Mercy College
Margaret	Fitzpatrick	President	Saint Thomas Aquinas College
Susan	Fuhrman	President	Teachers College of Columbia University
Mildred	Garcia	President	Berkeley College of New York City
Mamie	Golladay	President	Sullivan County Community College
Sandi	Gruninger	President	Wood Tobe-Coburn School
Julianne	Hart	Dean	Phillips Beth Israel School of Nursing
Inge	Heckel	President	New York School of Interior Design
Lydia	Henry-Manirow	Executive Director	Taylor Business Institute
Elizabeth	Hill	President	Saint Joseph's College
Genevieve	Jensen	Dir. School of Nursing	Saint Vincent Catholic Medical Centers of New York
Holly	Johnson	President	Blanton-Peale Institute
Augusta	Kappner	President	Bank Street College of Education
Marcia	Keizs	President	CUNY York College
Shirley	Kenny	President	Stony Brook University
Elizabeth	Marcuse	President	Laboratory Institute of Merchandising
Patricia	Martin	President	Katharine Gibbs School
Gail	Mellow	President	CUNY LaGuardia Community College
Mariann	Monahan	President	Saint Elizabeth College of Nursing
Shirley	Mullen	President	Houghton College
Michele	Myers	President	Sarah Lawrence College
Anne	Myers	Officer-in-Charge	SUNY College of Agriculture & Technology at Cobleskill
Mary	O'Brien	President	Dominican College of Blauvelt
Lisa	Pamintaun	President	New York College of Health Professions
Regina	Peruggi	President	City University of New York Kingsborough Community College
Shirley	Pippins	President	Suffolk County Community College
Jennifer	Raab	President	City University of New York Hunter College
Gail	Rice	President	North Country Community College
Denise	Roche	President	D'Youville College
Karen	Romaine	President	Technical Career Institute, Inc.
Lisa	Ryerson	President	Wells College
Ann	Sakac	President	Mount Saint Mary College
Judith	Shapiro	President	Barnard College
Karen	Smith	President	College of Westchester
Bettie	Steinberg	Dean	North Shore Long Island Jewish Grad Schl of Molecular Med
Marlene	Springer	President	CUNY College of Staten Island
Joan	Stewart	President	Hamilton College
Candace	Vancko	President	SUNY College of Technology at Delhi
Kathleen	Waldron	President	CUNY Bernard M. Baruch College
Carolyn	Williams	President	CUNY Bronx Community College
Margaret	Wines	President	Helene Fuld College of Nursing
Cynthia	Zane	President	Hilbert College



***Missouri ACE Network
Honors Mary Kitterman--
ACE OWHE National Network Advisory Board,
Emerita***

***Melinda Rhodes
Assistant Dean of the Faculty
Cotley College***

The first Missouri ACE Network Mary Emily Kitterman Mentorship Award was presented to the woman leader after whom it was named on October 6, 2006, at the fall conference, "Mentoring Colleagues as Future Leaders."

Mary Emily Kitterman, Vice President of Academic Affairs at Cotley College, received the honor from higher education administrators from across the state representing colleagues and those she has mentored. The award recognized Dr. Kitterman's vision for and dedication to the national and Missouri networks plus her concern about the women whose lives she has touched.

She was presented the award by Mindy McCallum, Missouri ACE Network State Co-Coordinator and Dean of Instruction at Metropolitan Community College-Maple Woods; Delores Honey, Missouri ACE Network State Advisor, ACE Network Executive Board Member and Assistant Vice President for Assessment and Institutional Research at Missouri Southern State University; Helen Washburn, Cotley College President Emerita; and Judy Rogers, Cotley College President.

Washburn said, "We are all grateful to Mary Emily for her work on our behalf for nearly 20 years. Mary Emily is a teacher at heart, and she wants every student to learn and succeed. She has nurtured numerous faculty members seeking to excel in their teaching and mentored a whole

cadre of women who were aspiring to become administrators. She has lovingly provided encouragement, advice, support and knowledge to many women seeking to reach their goals and fulfill their aspirations."

Also sending congratulations to Dr. Kitterman during this celebration were Robert Hemenway, Chancellor of the University of Kansas, her alma mater, and Donna Shavlik, one of the founders of the Network and a long-serving director of ACE's Office of Women in Higher Education who is actively involved in consulting and the National Council for Research on Women.

According to Shavlik, "Where ever Dr. Kitterman is, women have a champion, a person who knows how to help people reach their highest potential. Both by her example and her willingness to provide constructive feedback and support, she is the epitome of the best of mentorship. As a mentor, she encourages, provides opportunities for growth, understands making mistakes, builds on people's strengths and lets go when it is time."

Kitterman has served on the ACE Network Executive Board and has provided network leadership in Missouri and Virginia.

The Missouri ACE Network hopes Dr. Kitterman will present the award many times in the years to come to women who follow her example and serve as mentors to future women administrators.

Picture Above (left): Delores Honey, Helen Washburn, Mary Kitterman, Judy Rogers, Mindy McCallum



Editor's Notes

Cynthia Forrest
Consultant, Higher Education

Over the past three weeks we have witnessed the two events that have caused us to search for sustaining and systemic solutions to cultural forces that threaten the fabric of our society. First, we experienced the unmasked reality of racism, sexism and classism highlighted in remarks of a radio talk show host leveled at the champion women's basketball team of Rutgers University. Then this week we watched in horror as the events at Virginia Tech unfolded. Leadership and courage were pivotal elements in both situations.

The leadership of Head Women's Basketball Coach C. Vivian Stringer and her Rutgers' colleagues in denouncing this blatant racist, sexist act speaks to the power and importance of courage and conviction in confronting actions filled with oppression, hostility, and denigration of women, in particular, women of color. As I watched the press conference held by the University, I witnessed Coach Stringer, this powerful, gifted leader, address the damage and hurt that had been done. She challenged all adults to be supportive of the best in our young people.

Through the media, we have learned of the courage and leadership exhibited by so many individuals at Virginia Tech. We extend our condolences and support to our colleagues as well as the entire community as its members move forward during this difficult time.

On our campuses and in our daily walks within our communities may we remember that each of us shoulders the responsibility for addressing the subtle and less subtle forms of oppression that silence the voices, block the talents, and undermine the futures of many people especially women colleagues and students--most especially women of color.



We salute Coach C. Vivian Stringer and her talented women basketball players for their leadership, grace, and character exhibited both off and on the court.

Rutgers University Women's
Basketball Coach C. Vivian Stringer

We also honor the many victims of the violence at Virginia Tech and pay tribute to the acts of courage of students, staff, and administrators.

As we focus on the future, we are continuing to explore the status of women in the academy. In her article, OWHE Director Phillips highlights the recently released data regarding the advances of women in assuming the presidencies in American higher education and offers support for aspirants. We have also compiled the honor role of women presidents/CEOs in New York State.

NetworkNews Editorial Board Member Concetta Stewart discovered Nancy Diamond and her research on HERS. We are pleased to feature Dr. Diamond's work in two parts—one in this edition and the second following in the fall.

Also we welcome the contributions of Temple University President Ann Hart as well as Virginia Tech Vice President of Development and University Relations in reflecting on their professional journeys. We also celebrate the establishment by the Missouri Network's Mary Emily Kitterman Mentorship Award. Finally, we congratulate Pat Hyer on her selection as one of the 2007 Fellows of the Association for Women in Science (AWIS). We welcome your ideas for future features.

UPCOMING EVENTS

- April 25 2007 Arizona Network Conference
Contact: grisham@nau.edu
- April 27, 2007 Iowa Network Conference in Ames, Iowa
Contact: Susan Carlson: susanc@iastate.edu
- May 7, 2007 Northern California Network Conference, University of CA, San Francisco
Contact: <http://www.sonoma.edu/socsci/ace-owhe/>
- June 1, 2007 Virginia Network 30th Anniversary Conference, University of Virginia
Contact: <http://www.cpe.vt.edu/va-network/index.html>
- June 13-15, 2007 ACE OWHE National Leadership Forum, Washington, DC
Contact: owhe@ace.nche.edu
- June 11-12, 2007 Michigan ACE Network Annual Conference in James B. Henry Center,
Lansing Contact: <http://www.miacenetwork.org/conference2007.html>
- October 3-5, 2007 ACE OWHE Regional Leadership Forum, Fond du Lac, Wisconsin
Contact: owhe@ace.nche.edu
- October 20, 2007 Nevada Network Conference, Silver Legacy Hotel Resort & Casino
Contact: <http://www.unr.edu/womenhighered/>
- November 1-2, 2007 Minnesota Network Annual Conference at Metro State, St. Paul, MN
Contact: <http://www.minnesotaacnetwork.org/events/calendar.php>
- November 9, 2007 Vermont Women in Higher Education Annual Fall Conference at Lake Morey
Resort in Fairlee, VT Contact: <http://www.vwhe.org>

**WE INVITE YOU TO
SUBMIT YOUR EVENTS
FOR INCLUSION!!!!**

ACE/OWHE National and Regional Leadership Forums

ACE National and Regional Leadership Forums are the hallmark programs of the Office of Women in Higher Education (OWHE). ACE/OWHE National Leadership Forums are designed for women administrators whose next logical move is to a presidency, vice presidency, major deanship, or other comparable senior executive position in higher education. ACE/OWHE Regional Leadership Forums are geared toward moving women into associate deanships, deanships, and associate academic officer positions. Twenty women are selected for each seminar. Participants may be nominated by their institutions, state Network programs, or colleagues. They also may apply directly. National Forums are held in June and December, while Regional Forums are held in March or April and October.

For more information go to: <http://www.acenet.edu/programs/owhe/>
or email: owhe@ace.nche.edu

We invite you to submit book reviews, books recommendations, articles reference, or other resources you wish to see featured in *NetworkNews*.

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