



antioch

UNIVERSITY SEATTLE

May peace be in our hearts, our communities, our world.

The Center for Creative Change is about change for social justice — one group, one organization, one community, one world.

As we work for change we are changed. I thank you for my time as interim director of this wonderful center. Our work together strengthened my willingness and ability to listen, to 'be' and not have to 'be right,' to express appreciation more often and to honor my vision while at the same time supporting others in theirs. My experiences helped me to deepen and expand personally and as a leader.



Two examples from the first week in April:

I had an opportunity to dialogue with our newest core faculty, B.J. Bullert, about the strategic communication degree program. (B.J. initiated this, by the way.) Our earlier e-mail exchanges gave us pause. We did not appear to be aligned in our understanding or approach about the program. However, ten minutes of deep listening and sharing ideas created a bridge. An additional thirty minutes brought clarity about one another's perceptions. Throw in passion for learning and commitment to students and... voila! That collaborative, interdisciplinary "C3" magic flowed outside of the Uptown Cafe.

My second example is a collage of interactions with students: Demetrice Lewis, OPP, talking about an independent study and signing her graduation paperwork; Alley Greymond, WSD, sharing a story about change from her work site; Kathleen Paul, SCP, letting me know how excited she is about an adjunct faculty's international perspective; Kristin Vogel and Kristin Dean, ENC, finishing an outcomes assessment report that likely will impact our future coursework; Jeretta Scott, GMP alum, facilitating an alumni meeting that moved from conflict to collaboration.

We act, we reflect, we change ... we do it again. ■

Shana Hormann, interim director

The Center for Creative Change Learning Experience — Participatory, Interdisciplinary, Collaborative

Students and faculty in the center enjoy learning in a rather different way than in many other colleges and universities. Antioch University has a long and rich history of commitment to experiential learning for communal action and social justice. We in the center are dedicated to continuing and expanding this commitment to a just and sustainable world. Our classes not only address interdisciplinary topics that are relevant to this vision but also encourage democratic ways of learning and living.

We emphasize both learning from action and learning for action. Challenging the traditional sequence of placing academic learning before practical doing, study in CCC is a recursive spiral that often begins with an action that stimulates reflective questioning, intensive study and further action. This is the kind of learning that John Dewey wrote about a hundred years ago and that has been renewed as "reflective practice" in the work of Donald Schön.

All experience is an opportunity to learn. In their first year, students quickly come to expect they will make use of the wealth of experience they bring to the classroom. They also learn to delight in the uncertainty of the challenges that demand creative learning and action. In CCC, these challenges are addressed holistically through interdisciplinary studies aimed at more effective actions. Individual and collaborative reflection constantly questions the cognitive, emotional and spiritual dimensions of such experiences.

Because we cannot create change alone, every course and every cohort become a learning community where students and faculty are jointly responsible for outcomes. Many assignments are completed in groups that address both the academic content of the course and the skills of interdisciplinary and collaborative learning. Faculty members counsel these groups about both what and how they are learning.

The center's approach to learning and change reflect our belief that broadening participation in the construction of knowledge will be the foundation for a just and sustainable society. ■

Don Comstock, core faculty Graduate Management program

Change Projects Excite and Challenge Students

Reflective Practicum II (RP2) is an opportunity for students to synthesize and integrate their graduate school learning in preparation for work in their field of endeavor. The experiences briefly described below show the diversity of settings, challenges and learning in collaborative efforts for social change.

Rachel Slone and **Marcella Ticehurst**, organizational psychology students, collaborated on a project with a young entrepreneurial company to address communication concerns. Learning about themselves as change agents through peer conversations transformed their own attitudes and ability to support and encourage their client. Ticehurst commented, "I have enjoyed the shared perspective and insight we've developed together." Slone added, "The 'behind the scenes' activity required for this project was thoroughly enhanced by two brains. As consultants, we deepened our self-confidence, maintained perspective through a sometimes difficult process and were full participants in our collaborative consulting with one another and our client."

Heather Wright, a Graduate Management program student, hoped to close a gap in youth services and teen programming in her community of Steilacoom, Wash. "An emphasis in my change project was to shift the culture just enough to connect outside sources to meet an inside need. A partnership with the American Red Cross showed the Steilacoom Community Center how programs could be created using connections with outside sources. "I know the connections made so far have gone a long way in proving that change can be positive and that it is okay to change your mind, thus your culture."

Micah Anderson and **Melissa Campbell**, students in the Environment and Community program, collaborated on a project to address the needs of local Hmong farming communities after the November 2006 floods devastated their flower crops. "Because agricultural issues and community development were of great interest to us, securing farmland for Hmong farmers seemed ideal. The opportunity to engage with a culture we knew relatively little about also intrigued us." With persistence they threaded their way through numerous conversations with community, organizational and local government about ways to help the farmers acquire land.

As they learned about myriad other challenges facing the Hmong farmers, their perspective began to shift. "We arrived at a new vision: a two-pronged approach focusing both on the immediate needs of the Hmong farming community and long-term organizational and capacity building goals. They began meeting and working with Hmong Farmers Relief (HFR), a grassroots all volunteer effort, "engaging the community and building the trust and relationships we desired." Through relationship building, they had created a space for goals, processes and ideas to emerge.

Reflections about their collaboration serve as a fitting summary: "The change project has allowed us an excellent opportunity to collaborate with each other. From tentative and awkward beginnings, we have truly developed into a dynamic team. ...During conversations and activities, we have learned to complement and support each other well. Afterwards, we reflect collaboratively, challenging each other to expand our understanding and learning. Without 'we,' the project just wouldn't have been the same." ■

Wanted: Innovative, Visionary and Collaborative Leader

Shana Hormann has done a great job as the center's interim director for nearly two years, but she's ready to get back to teaching. A national search is underway for a permanent director.

You can help ensure we have a strong pool of applicants. If you know of someone up to the challenges and opportunities for the director of the Center for Creative Change, please let them know about the position. The position summary is below. A full job description and application materials are available on the AUS website: www.antiochseattleu.edu/about/jobs_dirccc.html

Later in the search process, the three top candidates will visit campus for meetings with faculty, administration, students and alumni. Each will give a community presentation. We hope you will be able to attend and give us your valued feedback. Please check the website for search progress and interview updates.

Position Summary

The Director of the Antioch University Seattle Center for Creative Change (CCC) offers and engenders innovative, visionary and collaborative leadership for a center that currently incorporates five graduate degree programs. CCC embodies the university's values of social justice, collaborative learning, diversity, and sustainability. Each of the degree programs is committed to preparing its graduates to lead sustainable change. Fundamental to this learning community is its interdisciplinary curriculum built upon systems thinking, reflective practice and a global perspective. All center students engage in extended action projects in organizations and communities.

The center currently is composed of 125 adult students, seven core faculty, several associate and visiting faculty, and three administrative staff. ■



Center Welcomes New Core Faculty B.J. Bullert

The center is pleased to welcome B.J. Bullert, Ph.D., new core faculty for the M.A. in Strategic Communication program. Bullert is a scholar, activist, documentary filmmaker and oral historian. She has received recognition for several of her films including *Fisherman's Terminal*, *Earl Robinson: Ballad of an American* and *Chief Seattle*. She received her doctorate in communication from the University of Washington in 1995.

Bullert is interested in visual media, political communication and documentary filmmaking. Her current research focuses broadly on civic engagement: how organizations and governments use digital media to advance their agendas; how public relations professionals seek to influence journalists; and how citizens can make media and be effective catalysts for change.

As a Research Fellow at the Joan Shorenstein Center on the Press, Politics and Public Policy, Harvard University, Bullert studied the integral role of public relations professionals in shaping the sweatshop awareness movement. She has taught communication at American University, Muhlenberg College and the University of Washington, where she is a Senior Research Fellow at the Center for Communication and Civic Engagement. ■

Imperialism, wars and economic globalization adversely affect pluralism of human societies and biodiversity of our environment. Join our dialogue May 12 and 13.

The Myth of Global Democracy and the Pursuit of Happiness page 2

center for

creative change

interdisciplinary

systems thinking

critical inquiry

change leadership

ecological design

social responsibility

organizational dynamics

collaboration

innovation

globalization

multiculturalism

news

“ From tentative and awkward beginnings, we have truly developed into a dynamic team. ”



From your perspective on the world, what questions and issues should the Center for Creative Change – as an academic collective – explore or speak out about?
 What are you doing that keeps your CCC experience alive?
 What resources, travel or experiences have inspired or challenged your thinking?
 What are you doing that we might connect in interesting ways with what we're doing?
 What ideas for social change are on your mind that should be on ours as well?
 E-mail your comments to lwright@antiochseattleu.edu.

ADDRESS SERVICES REQUESTED

Antioch University
 Center for Creative Change
 2326 Sixth Ave.
 Seattle, WA 98121-1814

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Farouk Seif "Retires"

Farouk Seif, core faculty in the M.A. in Whole Systems Design program, announced his decision to retire as of June 30, 2007. Seif has been a member of the Antioch University Seattle community since 1991 when he began offering courses as an adjunct faculty member. He joined the core faculty in October 1995. His accomplishments are many.



Interim center director Shana Hormann highlights Seif's work with students, his scholarship and his service to the Antioch community:

Farouk is a gifted designer and instructor. He is an architect by training and has a heart as large as all of Egypt. His creativity has inspired many students to shift away from a problem-solving approach and to engage with their communities and organizations from a design challenge approach. Farouk has promoted intercultural study and has led programs for the AUS community to Egypt, as recently as March. Farouk is a scholar and has presented his work in several countries. He travels to Helsinki-Imatra, Finland, this June to present on "Communication in the Age of the Great Turning: Understanding the Role of Analog and Digital Modes in Imagination" at the International Association for Semiotic Studies – Association Internationale de Sémiotique (IASS-IAS), the 9th World Congress of Semiotics.

Farouk has held many service positions during his years at Antioch. This year he serves as CCC representative to the faculty assembly coordinating council. In addition, together with colleagues Sadru Boga and Lorraine Fish, Farouk has co-designed the May 12 and 13 event, "The Myth of Global Democracy and the Pursuit of Happiness."

Finally, Farouk has a wonderful sense of humor. His laughter is contagious and full of caring. I will miss this gracious man who has graced our campus with his many gifts." ■

FACULTY/STAFF NEWS



■ **Sadrudin Boga, Ph.D.**, graduate management core faculty, has a chapter in a new book. His chapter, "The paradox of religious pluralism" (p. 70-83) is in the book, *Unity and Diversity in Religion and Culture: Exploring the Psychological and Philosophical Issues Underlying Global Conflict*. *International Readings on Theory, History and Philosophy of Culture No. 22* was published under UNESCO auspices in St. Petersburg, Russia, 2006.

■ **Kate Davies, D.Phil.**, CCC environment and community core faculty, testified in January on "Green Chemistry" at the new House Committee on Environmental Health at the Washington State Legislature in Olympia. In February, she was the Washington academic representative invited to participate in the "West Coast Workshop on Toxic Chemicals Policy Reform" in Portland, Ore., a meeting of the directors of the toxics management programs in Calif., Ore. and Wash. On March 9, Davies facilitated a session on "Toxic Chemicals and Health" at a one-day workshop on Building Bioregional Literacy held at Pacific Lutheran University and organized by the Washington Center for Improving the Quality of Undergraduate Education. April 12, she presents a lecture in Portland on the Economic Costs of Environ-



mental Diseases and Disabilities, organized by the Oregon Environmental Council.

■ **Betsy Geist, Ph.D.**, whole systems design core faculty, will present at two fall conferences. In October, she will participate in The Great Turning: Education, Leadership and Activism for a Life Sustaining Civilization in N.H. Her workshop is titled "Opening to the Great Turning through Language and Somatic Awareness." In November, she will present, "The Power of Metaphor and the Capacity for Relating" at the Pegasus Conference, Amplifying Our Impact: Strategies for Unleashing the Power of Relationship.

Geist serves on a national Antioch commission assigned by the Chancellor to work on issues related to faculty contracts, roles and general well-being. It's first meeting was held in January near the Chancellor's home in Arizona. Geist wrapped some vacation time around that meeting and enjoyed a wonderful 2,000-mile road trip through high- and low-desert lands of Arizona, California and Nevada. Geist returned from the trip "feeling as



if my eyeballs are forever changed. This geography, so totally alien to me, does have an awe-full beauty, and vistas that stretch me in new ways."

■ **Mark Hower**, interim AUS president, and **Shana Hormann**, CCC interim director, collaborated on a book chapter about leadership in higher education. The chapter, "Creative Redesign for Change," explored how Center for Creative Change faculty overcame initial misgivings about being

LEADERSHIP LESSONS

- Deepen collaboration.
- Make leaps of faith in good faith.
- Build collective vision.
- Experiment and build meaning.
- Manage everyday tension.
- Share and embody leadership.

— Hower and Hormann

joined together into an unfamiliar administrative unit and found the inspiration and new curricular design that represented and engaged their collective vision of education for social change. The chapter is in *Leadership in Place: How Academic Professionals Can Find Their Leadership Voice*, Wergin, Jon (Ed.), Anker Publishing Co., Bolton, Mass. (2007)

■ **Gwen Kiehne** joined the center in April as the new program associate student liaison. (**Kevin Inouye** moved to an administrative position in the academic dean's office.) Before Antioch, Kiehne was a graduate student at the University of Washington studying educational psychology. She always has had a fascination with people and learning, and she loves to garden.

■ **Jonathan Scherch, Ph.D.**, environment and community core faculty, was a guest speaker at the April Global Issues and Perspectives event. His topic, Bamboo and Sustainable Development in China, was informed by his recent teaching as visiting faculty at Zhejiang Forestry University in China. Visit his website for information: www.pacificbamboo.com.

■ **Barbara Spraker, M.B.A.**, organizational psychology core faculty, presents "The Power of Action Learning for Global Leadership" at the Global Leadership Conference in Shanghai, China, in April. She participated in last year's conference as well. Spraker is the coordinator for the center's Global Issues and Perspectives series. In addition, together with visiting faculty **Karyn Lazarus**, she redesigned the Global Pluralism course.

■ **Farouk Seif, Ph.D.**, whole systems design core faculty, is leaving Antioch at the end of spring quarter. He will focus on intercultural study in Egypt through his Isis Institute and will devote more time and energy to writing about design inquiry and practice.

Center for Creative Change sponsors an open forum dialogue

The Myth of GLOBAL DEMOCRACY AND THE PURSUIT OF HAPPINESS

featuring keynote speakers **Michael Parenti and David Korten**

May 12 and 13, 2007, on the Antioch campus

Current US foreign policy and geopolitical conflicts have sparked frenzy in the West for democratization of the entire globe. This unsettling scenario inspired a theme for this weekend conference. Core faculty Farouk Seif proposed the idea as a way to expand our capacity as a center for dialogue on issues beyond the CCC's current Global Issues and Perspectives lecture series. Seif, Lorraine Fish and Sadru Boga formed a team to design and develop the event, the intention of which is to foster a deeper awareness of global justice and happiness. The team is delighted in its success in engaging prominent activists, Michael Parenti and David Korten, to be the keynote speakers.

7 p.m. Saturday, May 12 Michael Parenti will speak on how to view empire within the context of global policies — *Lies, Wars and Empires*. He appears regularly on radio and television talk shows to discuss topics ranging from democracy and economic power to terrorism and globalization.

10 a.m. to 6 p.m. Sunday, May 13 Open Forum Dialogue

7 p.m. Sunday, May 13 David Korten's topic is also the title of his latest book, *The Great Turning: From Empire to Earth Community*, in which he employs evolutionary theory, developmental psychology and religious teachings to make the case that "Earth Community" – a life-centered, egalitarian, sustainable way of ordering human society based on democratic principles of partnership – is indeed possible.

Cost and Registration Two-day pass to both lectures and Sunday forum: \$20 (students \$10). One lecture: \$10. Both keynote lectures: \$15. The first 100 registered participants will share the room with the speaker. Others will view the speaker via video feed to another campus room. **Space is limited, so register early!** Make your check payable to AUS and send it by **May 1, 2007**, to Lorraine Fish, Global Democracy, Antioch University, 2326 Sixth Ave., Seattle, WA 98121.

For information, visit Antioch's website, or contact Lorraine Fish at 206-268-4716 or e-mail globaldemocracy@antiochseattleu.edu.

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Center for Creative Change

Shana Hormann, M.S.W.
 Interim Director
 shormann@antiochseattleu.edu
 206-268-4707

The Center for Creative Change (CCC) is a dynamic and innovative graduate center that prepares students to understand the world as an integrated system and to become effective leaders in facilitating positive and sustainable change in organizations, communities and the environment. CCC brings together five degree programs and seven graduate certificates in an integrated model of graduate education.

M.A. in Environment & Community
 M.S. in Management
 M.A. in Organizational Psychology
 M.A. in Strategic Communication
 M.A. in Whole Systems Design

This newsletter is published by the Center for Creative Change at Antioch University Seattle for current and prospective students, alumni and friends of the center. 206-268-4908 www.antiochseattleu.edu

Unless otherwise noted, all events are free, open to the public and held on Antioch's campus, 2326 Sixth Avenue, Seattle 98121.

9:30 a.m. to 4:30 p.m. Saturday, April 21

Making Change: Thinking and Strategizing Together for Positive Social Change

Sponsored by CCC and the Collaborative on Health and Environment in Washington (CHE WA)

One-day workshop facilitated by Kate Davies, M.A., D.Phil., CCC core faculty. COST: \$25 registration fee; pre-registration required. Space is limited. To register: Contact Shelly Dove in the Center for Creative Change at 206-268-4908 or sdove@antiochseattleu.edu.

1 to 3 p.m. Saturday, April 28
Alumni Gathering

Renew friendships! Revive shared passions! Gift bags, door prizes and raffles!

6:30 to 9 p.m. Wednesday, May 3
 Discussion at 6:30 p.m.; Concert at 7:30 p.m.

Apple Hill Center for Chamber Music

Founded as a nonprofit organization in 1971, Apple Hill's mission is Playing for Peace. Dedicated to using music as a tool for conflict resolution in the Middle East and elsewhere, Apple Hill brings together musicians of diverse backgrounds to bridge differences and enhance global awareness.

Saturday and Sunday, May 12 and 13

A Forum: The Myth of Global Democracy and the Pursuit of Happiness

Join in stimulating seminars and workshops concerning systems of governance and their relationship to pluralism and human societies, featuring lectures by renowned speakers, **Michael Parenti and David Korten**. Fee. Registration required. See article.

9 a.m. to 4 p.m., Tuesday and Wednesday, June 5-6
Graduate Student Symposium

Download a PDF of the schedule from the website.

For more information, contact Shelly Dove at 206-268-4908 or visit Antioch's website: www.antiochseattleu.edu/events.

Stay Connected with Alums
 A link on Antioch's website displays past meeting notes for the CCC Alumni Chapter: www.antiochseattleu.edu/alumni/chapters

