



Sherill Zemek (OPP) and Jeanne Blue (GMP) celebrate during the CCC graduate certificate awards presentation in June 2004. More than 30 students completed the requirements for the 18-credit Integrated Skills for Sustainable Change certificate. ■

Linking health and environment: Davies secures research grant

Seattle Biotech Legacy Foundation has awarded a research grant to Kate Davies, D.Phil., core faculty in the Environment and Community program, for a project titled "Health and Environmental Quality in Washington State: Making the Links." To date, little scientific study has focused on this relationship in the Pacific Northwest, Seattle or Washington. Davies and her team will collect, interpret and synthesize scientific information on environmental quality and the population health status in Washington.

Researchers will collect information on air, water and soil quality; food; the home environment; body burdens; and health, including asthma, cancer incidence, birth defects and development disabilities. Policymakers, local environmental and health-affected groups, researchers and educators will have access to the summary document, with an expected publication date of February 2005. In addition, much of the information generated by this project will be used in a new E&C course titled "Healthy Environments, Healthy People."

The second phase of this project, planned for 2005, will focus on generating economic data. Together, the two studies will document the economic impact of adverse health effects associated with environmental quality in Washington.

In addition to Seattle Biotech Legacy Foundation (www.sblfoundation.org), project collaborators include the Collaborative on Health and the Environment Northwest Chapter. ■

Visual metaphors help create spaces to see opportunities for sustainable change

By Piper Abodeely, M.A. Organizational Psychology, 2004

Imagine driving a car without a steering wheel. Didn't get very far? My most successful training experiences illustrate this very point.

As a graduate of the Antioch Organizational Psychology program, I've learned to ask myself, "How can I initiate change and do it in a way that creates high energy and yields extraordinary, sustainable results?" The question continually brings me back to two powerful foundations: high involvement and a systemic approach to improvement. To do this, I utilize an engaging team development exercise first initiated during my Antioch internship at the Academy for Coach Training. I ask the team to look at itself as a car and identify what part each member finds symbolic of their role. This simple metaphoric exercise creates the space for the team to re-examine themselves as a working system and recognizes how each role is an integral component to "driving" and sustaining an effective team or organization. Perhaps surprisingly, it is often the simple and subtle opportunities for training and organizational development that have the greatest long-term impact. ■

Abodeely began working as a training and development specialist for Tully's Coffee just prior to her June '04 graduation. Her role includes designing and implementing training programs, performance coaching and various other organizational change efforts. Abodeely is completing her coaching certification and is co-designing a workshop based on the research and principles from her Antioch thesis on pivotal transitions for young adults experiencing the "quarter life crisis."



Shana Hormann is a scholarly practitioner, inspirational role model

Currently working on her doctorate degree in Antioch's Leadership and Change program, this scholarly practitioner continues to teach, conduct research, write for scholarly publications, present at professional conferences and maintain a consulting practice working with community organizations. Hormann's experience includes working in many clinical mental health and social work environments, including tribal communities, the penal system and with organizations that serve sexual assault and abuse victims.

In the past few years she and organizational psychology adjunct faculty member Pat Vivian have done in-depth investigation into organizational trauma. Their research has focused on identifying the factors that make some mission-driven organizations resilient and able to cope with the natural cycles of crisis and recovery, while other organizations experience such serious trauma that it causes long-term psychic impact. From this research, they developed specific tools and techniques to help organizations intervene on behalf of themselves on a systemic level. One such tool is called the "Strengths and Shadows Model," published in the journal "OD Practitioner" and presented at national professional conferences.

Furthering their work on organizational trauma, Hormann and Vivian have conducted an extensive case study on Seattle Rape Relief to be published in the coming year as a white paper by the National Sexual Assault Resource Center. Hormann's doctoral research includes working on more case studies and applying the models she and Vivian developed to other types of organizations and businesses.

While Hormann's energy level in her research, writing and her own studies is impressive, she is extremely committed both as a classroom instructor and a mentor to her students. Graduate student Patti Taksa says, "...Shana is an exciting, provocative and engaging instructor. She has the ability to challenge and push us against the limits and constraints of conventional thinking. She asks her students to apply themselves to difficult subjects with commitment, humor and resiliency along with academic discipline." In addition to teaching, Hormann is a member of the interdisciplinary faculty team that designed the center's integrated program and teaches the new core courses and reflective practicum seminars.

Hormann frequently leads group-building experiences during CCC retreats and course weekends. She says that students appreciate seeing how faculty model the collaborative CCC ideal and feels experiences like the retreat allow them to become part of a learning community. "The work we do is hard enough, and it can be harder if we don't have the interpersonal processes that allow us to work together with an emotional connection," says Hormann. "I love helping people build community." ■



Shana Hormann



ALUMNI CONNECTIONS

Joseph Bailey '84, WSD. Director of Contract Training, Linn-Benton Community College. Elected to the board of the National Council for Continuing Education and Training to serve as the Northwest regional director.

Bev Behrman '84, WSD. Consultant and clinical counselor in Vancouver, BC.

Barbara Cole Burr '03, OPP. HR manager for Mesa County Public Library District in Colorado. In addition, I have been presenting my trainings on Emotional Intelligence in the Workplace and conducting group facilitations. I am also completing the third section of Landmark Education's Curriculum for Living series entitled "Self Expression in Leadership" and will be developing a community project as part of the requirement.

Dion J. Castro '02, E&C. Industrial waste supervisor, City of Riverside Public Works Water Quality Control Plant, CA. Responsible for preventing pollutants from entering US waterways via sewer and storm drain connections.

Glenda Chaffin '02, OPP. Abby Kellett '03, WSD/OSR. Linda Schnee '02, OPP. Three Antioch alumnae successfully have launched Intergen Retreats: Intergenerational Women in Nature. Learn, play and retreat in nature...gain new perspectives...create connections. Explore our commonness and our uniqueness as multi-generational women. Contact Glenda Chaffin gchaffin@comcast.net or 206-550-6716 for information.

Betti Clipsham '01, OPP. Vice president People Development at Mobile-Workforce, Inc., Kirkland, WA.

Graduates of the first GMP cohort celebrated their tenth reunion at Seattle's Edgewater on Sept. 26. Pictured left to right: core faculty member Don Comstock, Mike Kvietkus, Peter Evans, Janice Greene, Mary Englund Anderson, Robert Brown and Donna McLain.



Kevin Crawford '95, GMP. Director of Airborne Laser (ABL) Product Development, The Boeing Co. My family and I have returned to the Seattle area after making four cross-country moves in the last five years. We survived the 9/11 attacks on the Pentagon, anthrax, snipers and the stress of multiple moves. We hope to stay in the Seattle area for a few years while the kids finish high school. We are looking forward to the class reunion later next year!

Deah Curry, Ph.D. '90, WSD. Psychotherapist, InnerJourneyWork, Kirkland, Wash., www.deahcurry.net. Discusses psychospiritual health topics on her segment of Positive Choice Talk Radio, KKNW 1150 AM. Adjunct faculty at Bastyr University. Author of three books, she currently is writing a series of booklets on "Sanity, Safety and Spirituality in Troubling Times."

Charlotte Davenport '85, WSD. Chancellor and chief financial officer, Archdiocese of Anchorage. I am in a wonderful position helping to move a work environment toward a more collaborative work style and developing operating strategies and policies that support and encourage shared leadership. Alaska is a great place to share life and experience. I am glad to bring my WSD experience into full service here!

Mark Doennebrink '98, GMP. Procurement interface manager, Major Structures, Procurement Quality Assurance, The Boeing Co. Latest news is that I am co-leading an enterprise effort to develop alternate quality metrics for measuring out supplier performance.

Charis M. Giles '03, E&C. Training manager, International SOS Assistance, Fairless Hills, PA.

Kathy "Kelly" Kelly '93, WSD-OSR 6. Working on dissertation proposal in transformative learning and change program at California Institute of Integral Studies.

Shirley Martin '96, GMP. Self-employed healthcare consultant. Recently moved back to the Washington area and have enjoyed purchasing and settling into our new home in Woodinville.

Robin Mastro '98, WSD. Co-owner of Vastu Creations, www.vastucreations.com, and publisher of Balanced Books Publishing, www.balancedbookspub.com. We're announcing the publication of our first book, "Altars of Power and Grace—Create the Life You Desire."

Teri McKenzie (Schwindler) '88, WSD. Program administrator for Oregon Campus

Compact (ORCC) in conjunction with Portland State University in Portland, OR. Received a \$1.2 million grant from the Corporation for Community and National Service to address the issues of K-12 education, hunger and the urban-rural divide in Oregon.

Caroline Sherman (aka Clooie) '97, GMP. Sole proprietor Handy Admin, freelance home and office business and administrative services, www.handyadmin.com. I've started my own business, offering services to individuals, small businesses and nonprofits. It's a lot of fun. I like the one-on-one contact with people and helping them complete projects that are important to them.

Dave Sundquist '01, GMP. Operations manager, The Boeing Co., Portland. Leah and I are doing well; Brianna is 3 years old. Leah got a job with DOD out of the Salem office. Living in Canby puts us in between Portland and Salem. I love Canby; what a great town.

Terry Taylor '01, OPP. President, Versoria Coaching and Consulting. I've been blending organizational development, training and team coaching into a powerful mode of "being" with my client(s) in ways that are empowering, liberating and forwarding. I love staying in touch with the Antioch community, my cohorts and everyone.

Helen Wong '02, OPP. Associate consultant in human resource management for HCM International, an HR consulting firm that focuses on e-assessment and feedback with various industries and companies in the US and Europe.

Submissions may be edited. We cannot be responsible for errors but will publish corrections in subsequent newsletters. Please send updates to lwright@antiochsea.edu.

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news

Host a graduate student reflective practicum project at your organization or business. Contact Don Comstock, GMP core faculty, at dcomstock@antiochsea.edu for information.

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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 four degree programs and five graduate certificates in an integrated model of graduate education.

M.A. Environment and Community
M.S. Management
M.A. Organizational Psychology
M.A. 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

Global Issues PERSPECTIVES

Become a better- informed world citizen!

CCC continues the Global Issues and Perspectives lecture series coordinated by CCC faculty **Mark Hower**

and **Barbara Spraker**. Join us for these free lectures that focus on the theme: What do we need to know in order to be responsible global citizens?

Please check the Calendar or our website for the 2004-2005 lecture schedule and speakers.

Give gifts that make a world of difference

On Wed., Dec. 8, from 3 to 7:30 p.m., stop by on your way to class or on your way home from work and shop our Alternative Gift Market.

Join the entire Antioch community in an alternative to the materialistic and wasteful holiday shopping madness. Honor your loved ones this season with a gift of sustainable, self-sufficiency for an individual, family or village in a developing country or here in our own community.

Our market features organizations that help make the future brighter for people around the world who are most in need.

For donations of \$10 and up, you'll receive a card to give to friends and family members detailing the project you are supporting in their honor.

All donations are tax deductible.



STUDENT AND FACULTY NEWS

At the end of October, WSD student **John Bell** will present a paper at the National Coalition for Dialogue and Deliberation conference in Denver. The paper may be viewed online at www.thataway.org/conference/2004/program/abstracts.html.

In early October, **Kate Davies, D.Phil.**, environment and community core faculty, presented preliminary research findings from the work on "Health and Environmental Quality in Washington State: Making the Links" and participated in a panel session at the Washington State Conference on Health in Wenatchee, co-sponsored by the Washington State Public Health Association and the Dept. of Health. On Sept. 30, CCC hosted a meeting of the Collaborative on Health and Environment, NW Chapter. About 30 organizations were represented at the meeting including environmental groups, health-affected groups, academics, state and local governmental agencies, etc.

Shana Hormann, M.S.W., organizational psychology visiting faculty, will participate in "Merging the Passion of Leadership Practice and Scholarship: A Panel Discussion About the Challenges, Ideas and Innovations of Blending Practice and Scholarship" at the International Leadership Association conference in Washington, D.C., Nov. 4-6.

Farouk Seif, Ph.D., whole systems design core faculty, was invited by the Seaport Diversity Team to give a presentation at the Port of Seattle Sept. 28. His topic "Crossing Unfamiliar Cultural Boundaries," was followed by a lively discussion and provided a forum to explore Middle Eastern cultures. Seif reflected on his experience leading the Intercultural Study in Egypt to highlight common American assumptions, values and perspectives and provided cross-cultural insights.

In May, **Barbara Spraker, M.R.E., M.B.A.**, organizational psychology associate faculty, convened a small-group conversation in Beijing, China, on the topic of "What does it mean to be a global citizen?" Students working on graduate projects in management and in agriculture, a representative of Global Village Beijing and an ethics professor at Peking University Hospital brought diverse perspectives and discovered much common ground as they shared their personal experiences of the interdependencies of today's world. Spraker returned to Beijing in June to attend the inaugural conference of the International Association of China Management Research.

Permaculture Design: Scherch collaborates with Tibetans in India

Over summer quarter, E&C core faculty member Dr. Jonathan Scherch and his wife Michelle traveled to India to co-facilitate an exciting permaculture design workshop. Permaculture may be defined as a self-sustaining, whole system of agriculture, adaptable to both urban and rural situations, designed to produce efficient, low maintenance, and optimally productive integration of trees, plants, animals, structures and human activities within specific environments.

This four-day event occurred at the invitation of Professor Samdong Rinpoche, Prime Minister of the Tibetan Government in Exile, and was a collaboration between Scherch and Lobsang Tsering, a Tibetan Fulbright graduate student who studied permaculture and other themes of sustainable community development with Scherch during the previous year in Seattle. Convened in Bylukuppe Settlement, Karnataka State, the workshop aimed to extend efforts underway by the Tibetan government towards organic agricultural practices within the Tibetan settlements, home to some 30,000 Tibetan refugees since 1959. The workshop gathered 40 participants representing 12 agriculture settlements across six states in India, including farmers, settlement officers, cooperative members, secretaries and agriculture extension officers.

Scherch called it a tremendously rewarding experience and is hopeful this event will serve to seed additional opportunities for collaborations in the future.

Meet advisory board member Karl Ostrom

CCC and The Network for Business Innovation and Sustainability (NBIS), an organization I founded to support businesses who are addressing the challenge of creating sustainability through the marketplace, share common values. Serving on the advisory board is an opportunity to help mobilize students and faculty to develop knowledge and skills to generate social change that advances the environment and healthy communities. Much of my life work has revolved around the conviction that the deepening of knowledge and of social change activity happens best when educational institutions are meaningfully linked to challenges from beyond the academic institution itself.



Antioch faculty and students who participate in NBIS projects bring knowledge, enthusiasm and personal help to businesses willing to take the risks to advance innovations that create triple bottom-line profitability. An ongoing NBIS/Antioch project is the development of a Small Business Roundtable that has brought together 19 business people to share stories that address the challenges of advancing sustainability through their business practices.

My life partner Mary Rose and I are co-directors of NBIS (www.nbis.org). My background includes decades of experience as a psychotherapist, business entrepreneur, university and organizational administrator, a bit of farming, a fair amount of canoeing and many hours of joyful running through forest trails. Educational background includes a Ph.D. from the University of North Carolina and an enriching sojourn at Chicago Theological Seminary.

All AUS events are free and open to the public unless otherwise indicated. Check our website for additions and changes:
www.antiochsea.edu/events

■ **November 10**
Global Issues and Perspectives Lecture Series—What Now? Reclaiming the Commons in a Divided World
Sharon Parks and Larry Daloz, The Whidbey Institute
7 to 9 p.m., AUS campus

■ **December 8**
Global Issues and Perspectives Lecture Series—Holiday Alternative Gift Market
3 to 7:30 p.m., AUS campus

■ **January 5, 2005**
Global Issues and Perspectives Lecture Series
Ahna Machan, CARE, the humanitarian organization fighting global poverty
7 to 9 p.m., AUS campus

■ **January 26, 2005**
Karl Kumpfmuller, Peace Centre Graz, Austria
7 to 9 p.m., AUS campus

■ **January 27-30, 2005**
Conference on Unity and Diversity, Seattle Center (see article below)
www.networkforpeace.org

■ **February 1, 2005**
CCC Open House
6 to 8 p.m., AUS campus

■ **February 9, 2005**
Global Issues and Perspectives Lecture Series
Keith Egawa, Early College High School Initiative for Native Youth; Member of the Lummi Indian Nation
7 to 9 p.m., AUS campus

■ **March 2, 2005**
Global Issues and Perspectives Lecture Series—Speaker TBA
7 to 9 p.m., AUS campus

■ **April 13, 2005**
Global Issues and Perspectives Lecture Series—Speaker TBA
7 to 9 p.m., AUS campus

CCC hosts Conference on Unity and Diversity in January

Organized by the UNESCO (United Nations Education, Scientific and Cultural Organization) Chair on Comparative Studies of Spiritual Traditions, this conference will feature Dr. Karl A. Kumpfmuller, manager of the Peace Centre Graz in Austria. Antioch University Seattle is hosting the conference at the Seattle Center Jan. 27 to 30. CCC faculty member **Sadrudin Boga** is on the planning committee and will be presenting a paper, "The Paradox of Religious Pluralism." A concert at Benaroya Recital Hall Jan. 29 will feature musicians from the Cornish College of the Arts who will premiere a piece commissioned for the conference titled, "Child Play."

Jan. 26 from 7 to 9 p.m. on the Antioch campus, CCC will host a lecture by Dr. Kumpfmuller, whose topic will be the basic elements of intercultural communication. He is the leader of Project: Interfaith Europe and an internationally known lecturer on peace and development policy.

For more information on the conference and concert, visit the website: www.networkforpeace.org

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