

a river runs through it

Learn more about these and other graduate student reflective practicum projects at the Center for Creative Change Student Symposium from 9 a.m. to 4 p.m. June 7 and 8 on the Antioch campus.

Visit www.antiochseattle.edu/ events to download a PDF of the schedule.



Bridging Our Differences: A Collaboration Process for Sustainable Change

By Kathleen Barclay, Barb Miles, Cari Simson, Gary Lichtenstein and Kristen McIvor, members of the "Bridge Group" and June 2005 graduates of Center for Creative Change programs. The Bridge Group is a cross-program team working together on their capstone change projects.

As the Bridge Group traveled down the Duwamish River and engaged with the communities of South Park and Georgetown, they together and individually explored their connections to the land, to the water and to community empowerment. This inspired group of Center for Creative Change students worked with South Seattle communities and each other to find a shared and compelling sense of place and commitment to community engagement. To their great surprise, their decision to work together as a group yielded rewards they had not imagined.

Community Empowerment, Gary Lichtenstein, Environment and Community. Lichtenstein worked with the Duwamish River Cleanup Coalition (DRCC) and the South Park community to focus on a Superfund Early Action cleanup site. He provided technical understanding and communication in support of this community. With Kathleen Barclay, he developed and implemented an evening workshop that empowered and prepared the South Park residents to improve their ability to represent themselves and their community with informed and reasoned public comment at a recent EPA public meeting. Through education and dialogue, the neighbors created an engaging and compelling experience for public participation in environmental decision making.

Community Conversations, Kathleen Barclay, Organizational Psychology. Barclay's efforts focused on co-facilitating an evening workshop in the South Park neighborhood of Seattle with Lichtenstein. Neighbors spent three hours addressing the issue of environmental contamination in their backyard. In the CCC Student Symposium on June 7, Barclay plans to share the latest research on hosting conversations that matter. What do these sustainable, productive conversations look like? And what is the difference between "hosting a conversation that matters" and leading another organizational meeting?

A Design Approach to Cultivating Sustainable Habits Along the Nile and Duwamish Rivers, Cari Simson, Whole Systems Design. Simson worked with the DRCC to organize a community visioning workshop to prepare Georgetown for future Duwamish River Superfund Early Action cleanup and shoreline restoration projects. Interested community members, governmental agencies, businesses and other stakeholders then began to work together to create a multi-phase and multi-use future for two contaminated sites in Georgetown. While in Egypt for recent independent study, Simson researched people's sustainable habits towards the Nile, including tourism, agriculture, garbage disposal and water use. Her thesis is a participatory design approach for urban watershed sustainability.

Ecological Patterns in Community Gardens, Kristen McIvor, Environment and Community. McIvor explored the ecological design principles that inform both human and natural systems, and then applied the findings to her work with community gardens in Seattle. Inspired by community gardens as a model for weaving together social justice and environmental sustainability, she worked to strengthen the relationship between the South Park community and Marra Farm. The compelling concepts of permaculture form the theoretical framework of McIvor's work.

Communities of Truth Through Dialogue, Barbara Miles, Whole Systems Design. How can organizations design and engage in a dialogue that inspires authentic, healthy relationships? Miles, the Bridge Group river guide, explored this question by sharing her experiences as facilitator of two groups and examined how each group engaged in a dialogue in service to a higher truth for the communities in which they live and work. ■



Front: Kathleen Barclay, Cari Simson, Kristen McIvor

Back: Barb Miles, Gary Lichtenstein

When we started meeting, it didn't seem that our projects had all that much in common outside of geographic location. But, as our conversations continued and deepened, we realized there were themes connecting everything. As a result, we were all able to learn things about our individual projects that we wouldn't have discovered on our own.

— Kristen McIvor

Woolever Accepts Dean Position at University of N.H.

Kristin Woolever, Ph.D., the first director of the Center for Creative Change, will leave the center this summer. She has accepted the position of Dean and Director of the Campus, University of New Hampshire at Manchester. "While I am looking forward to the new challenges that lie ahead, I am sad to leave the Center for Creative Change and Antioch University. The progressive graduate education we have built here — integrated professional studies anchored in reflective practice — is the future of graduate education, in my view. I am privileged to have worked with such a fine faculty team and such committed, energetic students. Even from as far away as New Hampshire, I will follow the progress of this center as it continues to grow and thrive."

Faculty member **Shana Hormann, M.S.W.,** has been named interim director.

Interested in working with current CCC students? Graduate students in the center's four degree programs are required to help design and implement an action research project in a community organization, business or agency during their second year in the program. To learn more about hosting a change project, to be included in the center's database or to participate in the July 11 Reflective Practicum Opportunities Fair, contact graduate assistant Jennifer Lincoln at Jennifer.Lincoln@antiochseattle.edu or call 206-268-4712.

ALUMNI CONNECTIONS

Piper Abodeley '03, OPP – I am working as a performance coach at Tully's Coffee and completing my life coach certification.

Margie Bloch '01, WSD – I work in community development at the Leadership Institute of Seattle (LIOS) at Bastyr University. I have served on many Eastside boards including Advance Bellevue, Leadership Eastside, Bellevue Schools Foundation, Youth Link and am currently serving on the LIOS board of directors.

Deah Curry, Ph.D. '90, WSD – My newest book, *Healing Presence: Bodily Felt Experiences of Transpersonal Connection in Naturopathic and Non-Clinical Settings*, is published by Infinity Publishers. When not writing, I provide personal growth and grief counseling for women in my private practice InnerJourneyWork in which I integrate intuitive, shamanic and holistic approaches to knowing one's deep self. www.InnerJourneyWork.com.

Joelle Lyons Everett '81, OSR – President of Sound Resources, a consulting firm. I support organizations in change and transition, facilitate open space conferences and offer seminars on leadership skills and personal growth. I published a book of poems, *Strange and Wonderful Things*, and have given poetry readings in interesting places from a third-grade classroom to a women's conference in Siberia.

David Everitt '03, E&C – I finished my VISTA term as the development director for the Youth Garden Project in February, and I am an instructor for Canyonlands Field Institute this spring and summer before I go to law school (location undecided) this fall, after living 10 years in Moab, UT.

Francesca Rinia Margherita de Gasparis '02, E&C cohort 4 – I currently am traveling and am near the end of a nine-

month trip to SE Asia, New Zealand and Australia. In May, I return to London where I hope to continue doing consulting work with small community and environmental groups in the UK and Africa on organizational development and funding.

Rajaa Anissa Gharbi '98, WSD – Founding director of the Institute for Transcultural Arts and Communications. I have been designing and implementing certificate programs and courses focusing on applied socio-linguistics, literature, arts and holistic cultural exchange. My work as a multimedia artist is thriving. One to two solo exhibitions a year feature my new work in painting. My new book, *From Songs of a Grasshopper*, is receiving critical acclaim, including an extensive study to be presented this year at the Eighth International Symposium on Comparative Literature in Cairo, Egypt.

Jan Gilden '80, Urban Studies and Planning – I am teaching primary special education at Chief Leschi School in Puyallup. In my "other life," I do visionary art, am actively involved with personal and planetary ascension (otherwise known as lightwork) and encourage people to accept the current reality of peaceful and purposeful extraterrestrial visitations and the official disclosure of such visits.

Mark Scanlon-Greene '90, OSR – Some Antiochians may also remember me as Mark Greene. I am currently a member of the faculty in the doctoral program in Educational Leadership and Change at Fielding Graduate University. I am on the board of the Greater Sacramento Chapter of the Gay, Lesbian and Straight Education Network (GLSEN). My area of research interest is in the experiences of sexual minority youth in schools. I also have a small consulting practice that focuses on issues of structural inequality and equity in organizations. megreene@fielding.edu.

Randi Hilleso '85, WSD – Entrepreneur and president of Hilleso & Company Designs, which produces art-to-wear clothing for both men and women; instructor of marketing, entrepreneurship and leadership for Seattle's Keller Graduate School of Management. www.hillesodesigns.com

Pat Hughes '97, OSR – I launched my Seattle-based consulting and coaching business, Trillium Leadership Consulting. I provide expertise in executive and personal coaching and help organizations through change processes related to adopting internal sustainability practices and implementing leadership succession plans.

Michelle Salima Kelley (Salima Shakti) '95, WSD – I am a credentialed coach and the program manager of Career Information Services, a component of the Ed Wells Initiative and the SPEEA-Boeing Partnership. I also am focusing on my next career adventure, growing agave azul in Mexico.

Kathy Kelly '93, OSR 6 – I'm in Ireland for an extended period, doing dissertation research for a Ph.D. in Transformative Learning and Change (California Institute of Integral Studies). My dissertation is in "Rekindling Indigenous Mind."

Karin Landsberg '03, WSD – I recently started a job as office manager and research associate for Market Strategies Inc., a small firm that does market research in the business-to-business environment for industrial clients and medical device manufacturers.

Iris Lemmer '02, OSR, Chicago Cohort 1 – In my work life, I have been working at Microsoft Corp. since March 2004 as a talent management consultant. My work is focused on creating a development-oriented culture at Microsoft by building career paths and models. I recently moved from Chicago to Seattle and I'm enjoying the Northwest. I also am helping to start up a

Northwest chapter of Net Impact, focused on utilizing the power of business to create a better world through education, partnerships, events, networking and access to Net Impact's international network. www.Net-impact.Org.

Penny McBride '04, E&C – I live in Jackson Hole, WY, and am working for both Mountainside Village and Terra Firma Landscaping in Jackson. Mountainside Village is a new community in Victor, ID, fashioned after the ideas of New Urbanism, which uses proper community planning to combat sprawl with traditional planning, based on a time when daily activities were within walking distance and alternative transportation was easily accessible. I also am helping develop a nonprofit organization, Mountainside Institute, to educate people about sustainable practices to incorporate into their daily lives. My work with Terra Firma involves development of a large compost facility in Jackson Hole.

Hillary Mizia '03, E&C – I have been with New Belgium Brewing Company in Fort Collins, CO, for the past five years, working as the sustainability outreach coordinator for 3.5 of those years. My job allows me to educate people inside and outside of the brewery, conduct various research projects, travel for speaking gigs, work with the marketing department on environmental advocacy and sit on various boards and committees for community organizations. We're expecting our first child in August. hmizia@newbelgium.com.

Frances Moore '04, E&C – As the new education outreach coordinator and state coordinator for the Montana Project Water Education for Teachers (WET), I work with all formal and non-formal educators for Montana Watercourse in Bozeman, MT. From developing workshops and overseeing water-quality monitoring workshops to

continued on other side

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FACULTY/STAFF NEWS

■ **Debra Alderman**, CCC program associate, completed her M.A. in Education from Antioch University Seattle in March 2005. ■ **Natalie Caballero**, CCC assistant to the director, will receive her M.S. in Management at Antioch's June commencement ceremony.

■ In October 2004, **Kate Davies, D.Phil.**, CCC core faculty, joined the peer review roster of the journal *Northwest Public Health*. In December, she was named to the new Collaborative on Health and Environment Washington (CHE WA) steering committee. In January, Dr. Davies completed a reference document titled *Health and Environmental Contaminants in Washington State: What We Know and What We Need to Know*. Her research is funded by a grant from Seattle Biotech Legacy Foundation. Several media events, news reports and presentations have elaborated on this research. This winter, Dr. Davies was elected to the board of directors of the Washington Citizens for Resource Conservation and the advisory board of directors of the Institute for Children's Environmental Health. ■ "Toward an Understanding of Traumatized Organizations and How to Intervene in Them," written by **Shana Hormann, M.S.W.**, organizational psychology visiting faculty, and **Pat Vivivan, M.A.**, CCC adjunct faculty, will be published in *Traumatology, The International Journal of the Academy of Traumatology*. ■ **Jonathan Scherch, Ph.D.**, CCC core faculty, has written a chapter titled "Models of Sustainability" for *A Land Imperiled: the Declining Ecological Health of Southern Appalachia*. The book is published by University of Tennessee Press. ■ **Farouk Seif, Ph.D.**, CCC core faculty, led another successful Egypt study abroad: "Expedition into the Dawn of Time," March 13-30. Participants included students, professionals, an alumna and a faculty member. The journey was packed with extraordinary adventures: sailing the Nile on rigged sailboats; visiting traditional homes and sharing meals with villagers; observing the pastoral life; and experiencing the desert oases through a camel-trek and camping in the White Desert. Seif reinterprets of the ancient Egyptian experience for thoughtful reflections on contemporary life. ■



Boga: "It's all got to do with systems."

What's a European-trained civil engineer doing in a multi-disciplinary academic environment? **Sadruddin (Sadru) Boga** traces the evolution of his career to his passion for systems and his desire to understand human organizations. Reflecting on his approach to his work, Boga says, "Everything I teach has a systems base. Even strategic thinking—it's all got to do with systems."



During his two decades working in engineering in Europe, Canada and the U.S., Boga became fascinated with the "complexity of human behavior and political games" he observed in the workplace. As he moved into management and eventually into human resources-related work within the engineering field, he became more focused on the systems within which problems and issues emerged.

After completing his doctorate in organizational development at the Fielding Graduate Institute in 1996, Boga found the perfect faculty position here in Antioch's graduate management program. Boga, who now teaches core courses such as Global Pluralism and Critical Inquiry in the Center for Creative Change, as well as advanced courses in the management program, says he deeply values the academic freedom he has experienced here. "I'm so happy with Antioch. Whenever I've come up with a new idea that I want to do — something different from what has been done before — I've had no resistance to it. In fact most of the time I'll be told 'just go for it, run with it.'"

Since coming to Antioch, Boga has put a tremendous amount of energy into his primary focus — teaching. Nevertheless, he makes time for continued scholarly work. Boga has delivered papers at numerous international conferences on systems theory and organizational development. His current research and writing are primarily focused on the concepts of leadership and learning. "People think that leadership is a new buzzword and it will evaporate," says Boga. "It won't and it hasn't." ■

Meet advisory board member Norm Tonina

For the past 12 years, Norm Tonina has worked for Microsoft Corp., a software industry leader in systems thinking. Tonina's Microsoft experience has included work on critical business challenges in finance and human resource functions. He is involved with the company's People and Organizational Capability team, where he has participated in a number of smaller teams focused on conducting a cultural assessment and defining a cultural aspiration, building a blueprint for growing leaders and redesigning the company's performance management system. Tonina currently is responsible for realigning the Leadership and Management Development team with the leadership blueprint that was set in place about a year ago.

Tonina says he is leveraging this opportunity to learn from Microsoft. Systems thinking plays a significant role in his team's approach to reengineer the company's leadership and management development offerings, which are being built upon the company's new foundational leadership frameworks.

Prior to Microsoft, Tonina worked six years in financial development and business management roles for Digital Equipment Corp. Tonina earned his undergraduate degree in finance from Northeastern University in Boston and is a December 2004 Antioch graduate with an M.A. in Organizational Psychology. He is excited to participate on the CCC advisory board and hopes to bring a current corporate perspective to the robust collection of board members. ■



continued from other side

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. in Environment & Community
M.S. in Management
M.A. in Organizational Psychology
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

implementing watershed tours, I work to reach educators with water education, curricula and resource information. I also volunteer with the Madison Valley Ranchlands Group's Working Wildlife and Weed Committees. www.mtwatercourse.org

Kathy Newborn '04, OPP – I want to thank everyone for the good wishes and referrals over the past few months. Although starting a new practice can be (and has been!) slow, I am beginning to get busier, and I'm so excited to be working at my new career. I also have new website; please have a look, and let me know if you have suggestions. www.home.earthlink.net/~transition.resources/index.html. I spend my time being a mom to almost two-year-old Ella and am writing a book on raising children. I also enjoy seeing my working-full-time and grad student husband occasionally!

Rand Newby '93, OSR 6 – I am corporate site training manager for Micron Technology, major semiconductor manufacturer in Boise, ID. I provide site and corporate design, development and delivery of learning interventions. I'm currently developing and implementing a corporate-wide learning management system as part of an overall performance management system. I'm also designing and developing a corporate eLearning strategy, as well as working

toward the implementation of a business partner model and a corporate university.

Carol A. Nielsen '96, GMP – I'm involved with organizational development and training at Harborview Medical Center. I'm available for consulting and specialize in programs for improving individual performance and team/group effectiveness.

Margaret Reed '05, WSD – I presently provide job and life-skill training for young adult members of Friends of Youth, a multifaceted, nonprofit organization, and manage Antioch's Tully's café, where the training program is located. The position is a real whole-systems challenge because it requires coordinating the efforts and meeting the needs and requirements of the three organizations as well as the needs of the young trainees, students, staff and other customers.

Lori Rock '00, WSD – Director of development, Northwest Children's Home, Inc., a children's residential treatment facility in Idaho. I consider storytelling my main focus, listening my second, and then, from there, so many other good things happen. And, the best part is everything I do is for kids! www.northwestchildrenshome.org

Gail Rognan '01, OPP – I am writing organizational legacies, combining my passion for capturing the spirit of organiza-

tions with my passion for writing. Such a project honors and preserves the organization's legacy for use in company literature, employee training, client-reception areas, staff and board meetings and retreats. I currently am writing the legacy for the NW Kidney Center.

Rose Saperstein Singer '67, WSD – I'm a consultant in areas of diversity, management, leadership and organizational development. After 12 years in the San Francisco Bay Area, I returned to the Northwest in 2001.

Maralyn E. Turner '86, OSR – I closed my consulting practice and retired from Lewis & Clark College in 2004. I currently do volunteer work, spend a lot of time with family and grandchildren, engage in forest management and enjoy art work for the first time in many years.

Ed Warnock '93, OSR – I am a consultant with the firm Cumulus Resources, LLC, helping organizations reach strategic goals. I teach "Implementing Strategy" and "Managing in the Future" for the Oregon Executive MBA program and recently received an outstanding faculty award. I do keynote speaking on "Lessons from the Edge – Reaching goals through baby steps and fuzzy goals." I spend my free time soaring in a glider above the Pacific Northwest.

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

■ **Tuesday and Wednesday, June 7 and 8**
Center for Creative Change Student Symposium
9 a.m. to 4 p.m., AUS campus
Students graduating from the center's four graduate programs present findings from their community-focused change projects. For a complete schedule, visit our website: www.antiochseattle.edu/events.

■ **Wednesday, Sept. 21**
■ **Wednesday, Oct. 19**
■ **Wednesday, Nov. 16**

Global Issues and Perspectives Lectures
7 to 9 p.m., AUS campus
Check website for speaker

■ **Thursday, Dec. 1**
Alternative Gift Market
3 to 8 p.m., AUS campus

Gifts made a world of difference. Thanks.

Last December, Antioch sponsored its first alternative holiday gift market, organized by Debra Alderman, CCC program associate. Of the 14 college alternative gift markets held last year, ours raised the most money (about \$5,000).

As a campus-based charity market affiliated with Alternative Gifts International (AGI), Antioch was asked to nominate a local food bank to receive a bonus grant from AGI. A share of the money collected at all the fairs around the country was earmarked for "one sack of groceries." We nominated Northwest Harvest, which will receive at least \$4,700 from AGI at the end of June.

Thanks to our fair, almost \$10,000 went to relieving hunger, ending child slavery, promoting sustainable agriculture, paying for eye-sight restoring medication and surgery, and much more — both in our own community and worldwide.

Mark your calendars. This year's alternative gift market will be 3 to 8 p.m. Thursday, Dec. 1. ■

Ken Wilson '03, OPP – Wilson International Consulting now provides clients with a full array of turnkey multi-media strategic communications programs and still provides discreet referral-based coaching, strategic planning and facilitation services to Fortune 500-level organizations. In addition, I provide international marketing and management counsel to two groups of East African expatriates who are establishing U.S. and Canadian markets for Kenyan Arabica Coffee and Tanzanian Lake Victoria fishery products. consult@concentric.net

Natasha Zweig '01, GMP – I continue as director of human resources with Cornerstone Advisors, Inc. I am also involved with the challenging process of succession planning and leadership training as we move toward the next generation of ownership and leadership. I still volunteer with the animal shelter and have started online studies as a veterinary technician.

Submissions have been edited to include as many alumni as possible. We cannot be responsible for errors but will publish corrections in subsequent newsletters. Please send updates to Leslie.Wright@antiochseattle.edu.

Thanks for staying connected!