



# VENTURA COUNTY COMMUNITY COLLEGE DISTRICT

71 DAY ROAD, VENTURA, CA 93003 (805) 642-0161 OR 656-7387

Commissioners

4/11/88

Ventura County Commission on the Status of Women

Dear Commissioners:

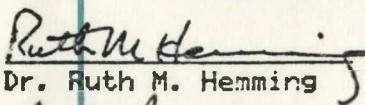
We, the undersigned women managers in the Ventura County Community College District, want to enlist your assistance and support. We share a concern that women are and continue to be the most underrepresented group in all professional employment categories in our District.

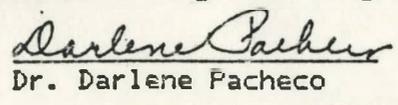
This underrepresentation is particularly evident in management. Of the top 17 managerial positions in the District, at the vice-presidential level and above, only one is held by a woman. Furthermore, the number of women managers (12 of 54) and the percentage of women in management (22.2%) is the same today as it was in 1982. Despite reorganizations, personnel shifts, and new appointments, absolutely no progress has been made.

We are particularly concerned because the District is once again engaged in a re-examination of management structure, when several high-level positions (including a college presidency and four vice-presidencies) are open. The time is right, we believe, to focus attention on the concern regarding women, and to request the District Chancellor and the Governing Board to make every effort to consider and appoint qualified women to these high-level positions. By so doing, other opportunities could open up at lower levels of management, thus providing access for women currently in the faculty ranks.

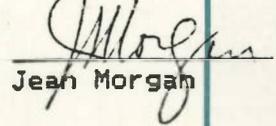
Your support could be critical in this effort. We therefore request that the Commission send a letter to the Chancellor and the Governing Board indicating your interest and concern and urging them to act to correct the imbalance of women, both in management and in faculty positions. It is urgent that this effort be undertaken immediately, since a decision on the presidency of Oxnard College—the first vacant management position to be filled—is anticipated within the next two weeks. Subsequent to that very critical appointment, others will follow in rapid succession. Also, a number of full-time faculty will be appointed prior to the beginning of the Fall semester; the need for a strong representation of women in these positions must also be emphasized and encouraged.

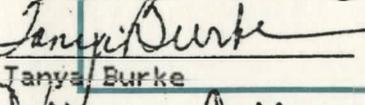
As managers in the Ventura County Community College District, we recognize our responsibility to take a leadership position and to serve as role models in promoting the progress of women. We would deeply appreciate your support in what we perceive to be an "uphill effort" all the way. Thank you for your consideration and (we hope) action on behalf of the women of the Ventura County Community College District.

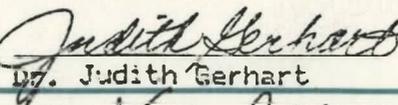
  
Dr. Ruth M. Hemming

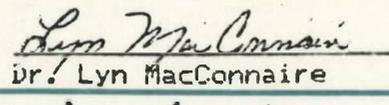
  
Dr. Darlene Pacheco

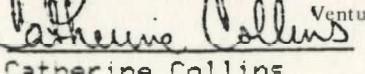
  
Dr. Diane Moore

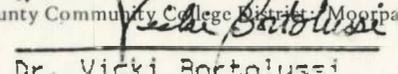
  
Jean Morgan

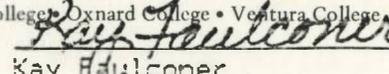
  
Tanya Burke

  
Dr. Judith Gerhart

  
Dr. Lyn MacConnaire

  
Catherine Collins

  
Dr. Vicki Bortoluzzi

  
Kay Faulconer