

UC Berkeley

The 150 Women Project - Holding Series

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Berkeley Woman Staff: Historical Profiles

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Berkeley Women Staff: In History

Profiles crowdsourced by Sheila Humphreys

Introduction

For 150 years women staff have given their careers to students, faculty, and colleagues through supervision and training, coaching sports, fixing computers, academic advising, cleaning dorms, serving meals, managing finances, maintaining grounds, analyzing research, designing programs, and so much more.

Yet, little has been recorded about the women staff of Berkeley. The accomplishments of extraordinary faculty, students, and alumni have been documented with greater care. Staff are diverse in profession and identity, reflecting the demographics of the communities around campus. Historically, non-academic staff have come from less-privileged backgrounds than faculty or students. The absence of a documented history of staff speaks to this. This inequality is not unique to UC Berkeley, but is common in higher education.

Profiled below, in alphabetical order by last name, are examples of some of the women staff who made remarkable contributions to UC Berkeley. Some have made tremendous contributions that were recorded in our historical documents. Others were nominated by past or present colleagues. By shining a light on these women we wish to provide some recognition of the important legacies of women staff. See past recipients of the Chancellor's Outstanding Staff Award (<https://csac.berkeley.edu/cosa/past-cosa-recipients>) and the Berkeley Citation (<https://awards.berkeley.edu/berkeley-citation/recipients>)



Beatrice Metcalf Bain (1915-1986)

Director of Women's Resource Center & Academic Assistant to the University Provost (1972-1985)

Beatrice Metcalf Bain, fondly known by her friends as Bea, was a pioneer feminist known for her commitment to helping women in higher education. She was responsible for the establishment of major women's programs not only at UC Berkeley, but also California State University at San Francisco and Mills College. Beatrice Bain was born in Berkeley on Halloween, 1915. She received her B.A. in Political Science from UC Berkeley in 1936 and an M.A. from Harvard-Ratcliffe in Diplomatic History in 1937. Ms. Bain began her doctoral program at Harvard but left it to return to Berkeley and raise a family.

After her children were grown Ms. Bain reentered the workforce—not as the diplomat she had always intended to be, but as a Junior Specialist (eventually becoming an Associate Specialist) of Agricultural Economics at UC Berkeley. While at UC Berkeley, Beatrice Bain co-founded the Women's Resource Center, formerly known as the Center for the Continuing Education and Advancement of Women, serving as its first director from 1972-74. In 1974, she became Academic Assistant to the University Provost and remained in the Office of the President until retirement in 1985.

Outside of UC Berkeley, as an adjunct professor at San Francisco State, she developed a university level women's studies course—one of the first in the country. The course became the core of what is now the Women's Studies Program. She also helped found the Math/Science Network (based at Mills College), a group dedicated to encouraging school age girls to study math and science that has become a national organization. In her later years, Beatrice Bain continued to be very active. She became an elder stateswoman of the women's movement, a supporter of hospice, creator of a support group for retired women and an active participant in the Grey Panthers and the American Association for the Advancement of Science.

Beatrice Bain's efforts were key to opening doors for women, benefiting not just women's lives but society as a whole. As Carol Clover remarked she was seen as a "catalyst for women getting together and becoming better people. Her life was a study in grace and effectiveness and we would like in this small way honor it". Therefore, after her death in 1986 and in consideration of her contributions to women and education, the Group for Research on Feminism and Gender was renamed The Beatrice Bain Research Group in her honor.

Courtesy of the Beatrice Bain Research Group



Carroll Brentano, PhD (1926-2019)

Architectural Historian & Coordinator of the University History Project (1998-2009)

As we celebrate the contributions of women staff to the University, **Dr. Carroll Brentano** quickly springs to mind for 150W recognition. She received her PhD from Berkeley in 1967 in art history and taught art history courses at UC Davis, San Jose State, Hayward State, and St. Mary's College. For a number of years she led programs in Rome, Florence, and Venice for the UC Extension Scholars Abroad program. It is her untiring work on Berkeley campus history which has been the inspiration of much of the women's history we have compiled that I wish to honor. Carroll was a founder, editor and frequent contributor to the "Chronicle of the University of California." Brentano worked primarily without pay, and enlisted many staff as well as faculty who contributed essays to the "Chronicle." She researched campus planning as the coordinator of the University History Project at the Center for Studies in Higher Education at Berkeley.

Her inspiration and dedication have given the campus a lasting record of the history of the University of California, Berkeley. In particular, the issue called "Ladies Blue and Gold" covers the history of women at Cal from many angles, from participation in sports, the YWCA, Cal women in music, students of color, famous alumnae like Julia Morgan, student life and much more.



Gloria Burkhalter

Director of the Student Life Advising Services & the Educational Opportunity Program (1973-2009)

Gloria Burkhalter, former Director of Student Life Advising Services and the Educational Opportunity Program (SLAS/EOP), started work at UC Berkeley in 1973 and retired in 2009. Including her undergraduate years as a student, Burkhalter spent 41 years at Cal. Following graduation from Cal, she joined EOP on campus as an academic counselor in 1973. “EOP gave so much to me. I wanted to give back,” she explained. In 1987, after earning a master’s in counseling education from CSU-Sacramento (while still working full-time at Berkeley), she became Director of Student Life Advising Services (SLAS), the nucleus of EOP.

"We give students tools so they can help themselves and make informed choices about their life, ask questions, and not be passive. We want them to be interdependent — not dependent, and able to be successful at Cal and beyond," stated Burkhalter during an interview with UC Berkeley News in 2003. When she talked about EOP, Burkhalter’s passion for her work was abundantly evident. “SLAS/EOP is run from the heart,” she said.

Concerned about issues impacting staff, Burkhalter co-founded the Black Staff & Faculty Organization and was awarded a certificate of appreciation for her contributions and years of dedicated service to the organization. During the years 1984-1987, Burkhalter served on the Chancellor's Staff Advisory Committee where she played a critical role in developing the Staff Ombudsperson position, and Cal's First Staff Appreciation Day, which was renamed Cal Staff Summerfest.

In 1996, Burkhalter became the Coordinator of Academic Support and Enrichment Services, a branch of the Berkeley Pledge (Chancellor's initiative) where she directed the efforts of a

consortium of over 40 academic support and student services units/departments. The Berkeley Pledge was created to fulfill the University's historic promise to maintain diversity while preserving excellence.

In a 2009 interview, Burkhalter said her proudest accomplishment at Berkeley was contributing to the development and implementation of Summer Bridge, a transitional program for students coming from high school to Cal. During the program's celebration of 35 years, she received an award for outstanding service.

As the co-founder of GOALS (Graduates Organized to Assure Learning and Success), Burkhalter continues to commit her time towards helping students. GOALS is an alumni organization created to provide support, promote access, and foster academic success for underrepresented students at UC Berkeley and in the Bay Area. "GOALS recognizes the value of having a strong support system of advocates internal and external to educational institutions to promote and foster academic success," stated Burkhalter.



Susanna "Susie" Castillo-Robson (1951-2014)

Director of Student Affairs and Services & Associate Vice Chancellor, Admissions and Enrollment (1989-2010)

In 1994, **Susie Castillo-Robson** became Registrar at UC Berkeley. Many of the technological improvements and innovations now in place and underway began under her leadership. A victim of childhood Polio, Susie was also passionately engaged in disability access and student privacy, issues she continued to support in her final position at Cal as Associate Vice Chancellor (AVC) of Student Affairs from 2006 to 2010. Before becoming AVC of Student Affairs she held various positions at Berkeley including Senior Analyst in Student Affairs and Services for the UC Office of the President (UCOP from 1989-1994).

"She was sought out as a mentor and her legacy at the University can be found in the people that she worked with," commented a co-worker. Former colleague Anne De Luca described Susie's work ethic in this way: Susie's mantra was, "if it's not excellent, it's not worth doing." That

helped to shape my thinking as I worked on her team - what could we improve so that it was excellent? We sometimes fell short of that mark, but I appreciated Susie's encouragement to continuously improve the services Admissions and Enrollment offers for students, faculty, and staff." Susie built relationships, and it was through these personal relationships, through her honed skills as an analyst, director or manager, and through her incredibly keen ethical, visionary, humble and quiet but strong leadership abilities that made colleagues want to work with her and her team."



Betty Connors (1917-2009)

Head of the Committee for Arts and Lectures & Cal Performances Foundation (1944-1979)

UC Berkeley Alumna **Betty Connors** was a Performing Arts Visionary and Leader. During her 35 years at the helm of what we now know as Cal Performances, alumna Betty Connors led the organization from a volunteer-run committee towards the professional, world-class performing arts presenter it later became.

You may not know the name Betty Connors, but her work has had a tremendous and lasting impact on the cultural life of the Berkeley campus and the Bay Area, as well as on the performing arts worldwide. The 1945 Cal graduate was the first staff administrator to work full-time to bring the performing arts to the campus, managing the Committee for Arts and Lectures—the forerunner to Cal Performances—for 35 years until she retired in 1979. Cal Performances is pleased to honor her legacy as part of the 150 Years of Women at Berkeley project, which celebrates the century-and-a-half since women were first admitted to the university, by recognizing notable contributions from female faculty, staff, and students.

Connors came to Cal from Iowa. As a student, she played viola in the UC Berkeley Symphony orchestra and often organized concerts off campus at nearby spots like the YWCA and the restaurant La Bateau Ivre (still open on Telegraph Avenue today!). After graduating with a degree in music, she was hired as the first staff administrator of the Committee for Arts and Lectures to manage concerts on the UC Berkeley campus. These activities had formerly been facilitated by faculty members.

Under Connors' leadership, the number and quality of campus performances of music, theater, and dance grew exponentially. During her first year, she presented 36 events (by comparison, before the COVID-19 pandemic forced the closure of campus, Cal Performances had scheduled nearly 90 programs for the 2019–20 season). During Connors' tenure, Hertz Hall was built in 1958, Zellerbach Hall was constructed and opened in 1968, and the Greek Theater was renovated, all providing her with a broad choice of venues in which to present the world's finest performing artists.

Connors believed that “every student should have the opportunity of seeing the best that is available [in the performing arts] at some time during his college career.” She brought some of the greatest artists of all time to Cal, including pianists Glenn Gould and Rudolf Serkin, cellist Mstislav Rostropovich, soprano Birgit Nilsson, mezzo-soprano Marilyn Horne, jazz artists Dave Brubeck and Louis Armstrong, and sitarist Ravi Shankar. Igor Stravinsky attended the opening of Zellerbach Hall. Connors also engaged theater artists such as Marcel Marceau, Jerzy Grotowski, and Peter Brook, and poets Dylan Thomas and W.H. Auden. One of her greatest legacies has been the establishment of a renowned and influential program of dance presentation on campus; many of the world's greatest dance companies continue to return to UC Berkeley to this day, including the Alvin Ailey American Dance Theater, the Joffrey Ballet, and Les Ballet Trockadero de Monte Carlo.

Connors also initiated regional and national strategies that greatly advanced the field of performing arts presentation. In 1958, she joined the fledgling Association of College and University Concert Managers, which—30 years later—became what is now known as the Association of Performing Arts Presenters (APAP), the national service organization for the performing arts. APAP honored Betty Connors in 1979 with the Fan Taylor Award for her “outstanding career and exemplary service in the field of arts administration.” She was also an influential member of the International Society for the Performing Arts (ISPA).

Betty Connors passed away in 2009. Cal Performances would not have evolved into what it is today were it not for this woman's vision and dedication from the early days. As we celebrate 150 years of valuable contributions from women to the UC Berkeley campus, all of us in the Bay Area join artists the world over in gratitude for the legacy of Betty Connors.



Michele de Coteau, PhD

Director of Multicultural Engineering Program & Assistant Dean of Special Programs (1998-2013)

Michele de Coteau, PhD has spent her career advocating for equity and inclusion for underrepresented, first-generation, and low-income students in STEM. Dr. de Coteau graduated from UC Berkeley with a B.S. in Materials Science and Engineering and became the first Berkeley student in 25 years and the first African American woman from Berkeley ever to win a Rhodes scholarship. She earned her D. Phil. (Ph.D.) in Metallurgy and Science of Materials from the University of Oxford, England. As Assistant Dean for Special Programs in the College of Engineering at the University of California, Berkeley, she was responsible for diversity initiatives in the college, serving faculty, undergraduate, and graduate students.

She led Berkeley's Center for Underrepresented Engineering Students (CUES), which offered programs to recruit underrepresented minority students and women, and provided academic support to ensure that they thrived academically, completed their degrees, and made successful transitions to graduate school and careers. She was also the Academic Advisor for the Cal-NERDS (New Experiences in Research and Diversity) Program, serving STEM students in undergraduate research programs at Berkeley.

Dr. de Coteau was singled out in a survey of undergraduates as one of Berkeley's "everyday heroes" – remarkable employees who make day-to-day encounters memorable and give the campus experience a human face. At the UC San Francisco Graduate Division, Dr. de Coteau served as Assistant Dean for Graduate Programs and Outreach, where she directed, developed, and analyzed the delivery of graduate academic services for students, faculty, and administrative units. As deputy diversity officer, she drove outreach and academic initiatives for recruitment and retention of students from diverse backgrounds, managed NIH and NSF grants, and directed the summer research program for undergraduates. Most recently, she was on the planning committee for the inaugural Making Waves Foundation College Success Institute.



Helen Farnsworth (1914-2014)

First Manager of the Music Department (1939-1972)

Helen Farnsworth was born in Alameda, CA to a homemaker mother and steamship first mate father. Her contributions to the University of California, Berkeley began in 1935, when she was admitted as an undergraduate student. After earning a B.A. in English, she was hired as the university's first ever employee in the Music Department. Steadfast dedication to growing the business capacities and reputation of the program led to Helen's eventual promotion as the first administrative manager. The Mayor of the City of Berkeley also publicly honored her for developing not only the Music Department program, but also its vast audience and diverse participants. Colleague Hildegard Klee sums up Helen's legacy best: "Her kindness and generosity of spirit touched us all in many ways, and the Music Department of today wouldn't be the same without her."



Carmen Foghorn

Director of the American Indian Graduate Program (1971-2017)

Carmen Foghorn was Director of the American Indian Graduate Program (AIGP). For over 40 years (1971-2017) Carmen Foghorn played a critical role in mentoring Native students at Berkeley while infusing her program with traditional Native values to nurture the well-being of students.

Carmen Foghorn was born and raised in Albuquerque, New Mexico growing up Isleta Pueblo and Navajo. She attended the University of New Mexico, and worked her way through college by advising high school students at the local drop-in center across the street from Albuquerque High School. For (24) years, Carmen advised the Native American graduate students within the American Indian Graduate Program at UC Berkeley, and witnessed over 1,000 American Indian and Alaska Native graduates since the program's inception in 1971. As an advisor at UC Berkeley, Carmen served the Native community by valuing and advising Native people through her holistic philosophy which incorporates carrying traditions of health, the well-being and spiritual practices that coexist with Native Americans while far away from their traditional Native homelands.

Patrick Naranjo, her Native colleague and successor, points out Carmen's leadership as a Pueblo matriarch to reinforce a sense of belonging and success within western spaces that exist outside of our home reservation communities. Carmen's leadership at Berkeley has fostered a sense of community that helps Native students succeed at institutions of higher learning and represents the generational shift for Native American communities to indigenize the college student experience. Carmen's leadership outside of the Pueblo patriarchy has been an inspiration to him as a Native individual and tribal member from Santa Clara Pueblo.



Marian Gade

Deputy Director at the Center for Studies in Higher Education & Research Associate (1980-2004)

Marian Gade was a researcher and scholar at the Center for Studies in Higher Education (CSHE) from 1980 to her retirement in 2004. A Swarthmore graduate ('56), she is an authority on university presidential roles, governance, academic university boards, trusteeship, public education coordination in the states, and related topics, and served as a board member of the American Association of Colleges and Universities (AAC&U). She worked closely with Clark Kerr, former President of the University of California, for thirty-five years on a variety of projects and publications beginning in the early years of the Carnegie Commission on Higher Education (founded in 1968) through the Carnegie Council on Policy Studies in Higher Education (founded in 1973) until it moved to Princeton in 1980. Marian then joined CSHE where she continued to work with Clark Kerr as part of team consisting of herself, Maureen Kawaoka, and Sangwan Zimmerman co-authoring several books. In these years she also served as a consultant to presidential searches, advised university and accreditation boards and individual trustees. For the last two years of her employment, Marian served as Deputy Director of CSHE.

Marian has always been active in serving the organizations she is part of and assuming leadership roles. Currently she serves as Secretary of UCRAB and one of its representatives on the Retirement Center Advisory Board. She served five years as chair of the Council of University of California Retiree Associations (CUCRA) and was elected as one of two Honorary Members in 2018. She also has been active on Swarthmore Alumni Council and served as representative in California. For more than sixty years she has been deeply devoted to the national Girl Scouts of the United States of America (GSUSA) serving in several capacities in addition to her activities on behalf of AAC&U and other higher education organizations. Marian is active both organizationally and playing/singing music with the San Francisco Folk Music Club. Formerly a whitewater kayaker and kayaking trainer, her other long-time interests and activities include being a ham radio operator involved in west Contra Costa County emergency preparedness efforts.

Contributed by Dr. Anne MacLachlan



Nora Grigsby Lee Walters
Administrative Assistant (1960-1987)

Nora Esmeria Grigsby Lee Walters was an Administrative Assistant at U.C. Berkeley for almost three decades. Born and raised in Panama, she arrived in the U.S. in 1957 with her G.I. husband who divorced her soon thereafter. Throughout her career at U.C. Berkeley, she was a single mother. In order to support her daughters, she typed at night for graduate students and faculty (in the days of carbon paper copies!). From 1960 to 1967, she was the Administrative Assistant for Professor George Pimentel's CHEM Study, a program "organized to develop curricular materials to update high school science education." After two years on the east coast, she returned to U.C. Berkeley in 1969 and worked at the College of Environmental Design until she transferred to Mathematics in 1971 or 1972. She retired in 1987 to move to England with her British husband, Peter Walters, a Mathematics Professor at the University of Warwick. As a young single mother of young children, Nora had thought about returning to Panama but she ultimately decided to stay in the United States in order to provide opportunities for her daughters, both of whom now work at U.C. Berkeley: Darcy Grimaldo Grigsby as Professor in the History of Art Department and Lynne Grigsby as the first woman to be Head of Library IT.

In 1993 the Mathematics Department included an obituary for Nora in their newsletter, referring to her famously "contagious laugh" that "filled the hallways." "The epitome of great inner strength, she will be well-remembered and missed by all those in Mathematics who knew her." Indeed, thirty-five years later, there are still staff and faculty on this campus who vividly remember her laughter, vitality, intelligence, and kindness, among them Math Professor Alexandre Chorin and retired L & S adviser Julianne Monroe. The latter recently wrote "Loved

seeing the photo of your Mom. Her wonderful smile. Just like I remember her. Thanks for the shout out to staff. Much appreciated.”

Contributed by Darcy Grimaldo Grigsby



Barbara Gross Davis, PhD

Assistant Vice Chancellor of Equity and Inclusion & Director of the Office of Educational Development (1976-2010)

Barbara Davis earned a BS ('69), MS ('73) and PhD ('78) at Berkeley in Psychology. She began working at Berkeley in 1976 as a research psychologist and when she retired in 2010, she held the post of Assistant Vice Chancellor, Equity and Inclusion. To say that she worked hard is an understatement; she never stopped working. In my four decades as a staff member at Cal, I have never encountered a more productive, wise and generous staff colleague. Barbara began at Berkeley with a focus on the evaluation of teaching. She retired from Cal in 2010.

Holding increasingly responsible and varied posts, she has consistently focused on teaching and learning. Barbara successfully led units key to providing academic support, such as the Student Learning Center, the Transfer and Reentry Center, African American Student Development, Student Life Advising Services/EOP, and the Athletic Study Center. In the intervening thirty-four years of service, Barbara worked with faculty on improving instruction including teaching techniques, the evaluation of teaching, and the development of student service units. She successfully led units serving underrepresented minority students, transfer students, student parents, LGBTQ, military and athletes.

Davis created and directed the first Office of Educational Development to help faculty improve instruction with the goal of improving student learning inside and outside the classroom. She established the campus-wide faculty development office. Through her career, she kept a strong

focus on the evaluation of faculty teaching and student learning. Her record of service on campus committees is a testament to her leadership. She was chair of committees ranging from ASUC Auxiliary Board; Equity and Diversity for the University Athletics Board; Strategic Planning for Undergraduate Affairs; Student Fee Referendum Committee; Committee for the Improvement of Teaching Assistant Training; and Lower Sproul Plaza Revitalization Committee. She actively served as a member of an additional 22 committees.

Davis is the author of many articles and an impactful book *Tools for Teaching* (San Francisco: Jossey-Bass, 2009) now in a second edition, of which chapters have been translated into Spanish, Chinese, Japanese and Korean. As her Berkeley colleague Nad Permaul said at the time of Barbara's abrupt retirement (her position was eliminated by the incoming VCEI): "I am sure that retiring from the University will not end your advocacy for, and engagement with, students. Thank you for a life so dedicated to the University. From student to senior administrator, yours has been a life of service to alma mater."



Marily Allen Howekamp

Vice President of the UC Berkeley Foundation & Executive Director of Development Programs
(1971-2001)

Marily Allen Howekamp (B.A. '66 in Italian) loved her time as a student at Cal so much that soon after graduation, in 1971, she went to work for the Cal Alumni Association, then known as the California Alumni Association, as the Manager of Alumni Programs and Student Affairs. In 1980 she was hired by Ernest S. Kuh, Dean of the College of Engineering (with funding from Provost George J. Maslach) to develop and lead a fundraising program for the College of Engineering. Maslach and Kuh felt that the professional schools needed to begin raising funds to support their programs. In the next 15 years, working under the leadership of Deans Kuh, Pister and Hodges, Howekamp helped the College raise over \$240 million, including \$35 million to build Soda Hall, the Computer Science building, and increase the College's endowment from \$500,000 to over \$47 million. Howekamp was also responsible for the College alumni relations and public affairs programs. The fundraising program she built is still going strong and raised over \$100 million in 2019.

In 1995 Howekamp moved to University Development and Alumni Relations (UDAR), where she was Vice President of the UC Berkeley Foundation and Executive Director, Development Programs, overseeing development policy and services including: gift administration, alumni records, research, donor and fund stewardship, development communications, and events for the Chancellor. Working with Provost Carol Christ and Chair of the L&S Deans, Bonnie Wade, she helped design the fundraising program for Berkeley's largest college, the College of Letters and Science. On loan from UDAR, Howekamp served a year as the interim assistant dean in the Haas School of Business and year acting for the Assistant Vice Chancellor for Public Affairs, before retiring.

On retirement in 2001, Howekamp was awarded the Berkeley Citation and she has remained involved with the campus ever since. She has consulted or volunteered for a number of campus units including: School of Optometry, Retirement Center, School of Social Welfare, and The Faculty Club. Most recently, she sits on the University Library Board where she serves as President.

Howekamp felt rewarded to have been able to spend her career working to support the teaching, research, and public service activities of the University and to have done it in concert with the Berkeley family of faculty, students, staff, alumni, parents, and friends. Not a day went by when she didn't learn something new. She feels fortunate to be able to continue that work as a volunteer with the University Library, since the Library serves the academic mission for the entire campus community as well as for citizens around the world.

Marily grew up in small towns in Northern California. In addition to her undergraduate degree from Cal, she has a teaching credential and a master's in public administration. She has served on the boards of several non-profits. Recently, she co-chaired her 50th Class reunion which broke reunion records, raising over \$21 million for UC Berkeley, including more than \$500,000 for her class priority, the Class of 1966 Library Endowment. Her husband and two children and their spouses all graduated from Cal. Howekamp spends as much time as possible with her five grandchildren and loves to read, walk, garden, travel, and learn new things.



Elizabeth Huff (1912-1988)

Founding librarian of UC Berkeley's East Asian Library (1947-1968)

Elizabeth Huff worked in the East Asian Library for two decades, beginning in 1947. She moved from Massachusetts to California to become the founding librarian of the East Asian collection, first unifying Berkeley's scattered East Asian collections and then building them into the foremost East Asian library in the United States. Until her retirement in 1968, she vigorously expanded the collections through her knowledgeable allocation of grants and donations. Huff had studied Asian languages and art at Mills College and at Radcliffe. She had been studying in China when the Japanese invaded, and she was interned in a prison camp during the Pacific War. After the war, she returned to her studies at Harvard. At Berkeley, she assiduously cultivated collectors, sellers, and potential donors of Asian works in all parts of the world. In addition to assembling the most formidable American collection of East Asian texts, Huff used her background in Asian art to create a world-class collection of publications on Chinese and Japanese art at Berkeley. Huff was one of the university's great institution builders, who made important connections with donors and scholars throughout East Asia, bringing Berkeley into international prominence.



Marsha Jaeger

Assistant Vice Chancellor for Educational Partnerships & Interim Chief Financial Officer (1999-2020)

After more than 32 years on the Berkeley campus and 21 years of leading the Center for Educational Partnerships (CEP) within the Division of Equity & Inclusion, Assistant Vice Chancellor for Educational Partnerships **Marsha Jaeger** retired in 2020. Marsha began her tenure at CEP in 1999 and has devoted her career to educational equity and college access for underrepresented, low-income, and first-generation-to-college students. Over the last two decades, CEP has become a national leader in college access and developed innovative, highly successful college-preparation service models. CEP partners with more than 135 schools and 70 community colleges to provide programming and services to over 75,000 students and their families each year while engaging with thousands of counselors, teachers, and school administrators. CEP builds a “college-going culture” within its partner schools and districts to support students as they pursue their goal of attending the University of California and other institutions of higher education. More broadly, CEP has supported thousands of students and families on successful pathways to and through postsecondary education. She has been an invaluable adviser and a champion for CEP and the division.

In addition to her role as AVC, for most of the past three years, Marsha has served as Interim Chief Financial Officer and Divisional Finance Leader (DFL) for the Division of Equity & Inclusion. She took on these additional responsibilities to help preserve divisional resources for direct student services and guided the division through the past four campus budget development cycles. Due to her role in creating and building the Division of Equity and Inclusion at UC Berkeley, Jaeger has gained recognition and support from a wide range of local and national foundations.

According to Yvette Flores, interim CEP vice chancellor for educational partnerships, under Jaeger’s leadership, CEP has grown from five programs with about 35 staff members to 11 programs with more than 75 staff members and 51 college advisor fellows. One of the programs Jaeger said she is most proud of is UC Berkeley’s Destination College Advising Corps, which is

a fellowship for recent college graduates who are interested in exploring the field of college access. “The power of the Destination College Advising Corp is that students in high school are able to work with advisers who have had many of the same experiences and can be role models for what’s really possible,” Jaeger said. “It makes their aspirations seem more real and more attainable.”

According to Jaeger, her favorite memories involved working closely with “amazing” leaders and colleagues and “so many awesome” students. “Most of my good memories are attached to overcoming challenges and brainstorming and working together with like-minded colleagues,” Jaeger said. “It’s been an incredible journey.” Jaeger added that she is looking forward to spending more time with friends and family, reading and playing the oboe and English horn.

Contribution by Maria Young.



Lisa Kala, PhD '93

Director of Academic Talent Development Program & Assistant Dean of Administration and Special Projects (1996-2020)

Born and raised in San Francisco, pioneering educator **Dr. Lisa Kala** graduated from UC Berkeley with a BA degree in Psychology ('78), earned an MS in Multicultural Counseling from San Francisco State ('80) and a PhD in Education from UC Berkeley ('93).

Prior to retiring from Berkeley in 2020, Dr. Kala dedicated years of service in support of developing the academic talent of diverse students. Being of Asian and Pacific Islander descent (½ Filipino and ½ Native Hawaiian), and the first in her family to graduate from college, Dr. Kala's research interests have focused on ways to facilitate academic achievement for underrepresented students.

Over a span of 40 years, Dr. Kala held a number of administrative, research and teaching positions within UC Berkeley's Graduate School of Education (GSE), including directing the

Academic Talent Development Program (ATDP), a summer academic program that offers challenging classes for approximately 2000 motivated and talented K-12 students seeking advanced educational opportunities at Berkeley each year; serving as Assistant Dean of Administration and Special Projects; directing the Excellence through Collaborative Opportunities (ECO) Center, the school's unit for campus-wide and K-16 collaboration and partnership activities, the Educational Technology Services Center; Undergraduate Field Studies in Education; GSE's participation in Summer Sessions; Evaluation Unit; and Office of Communications.

Dr. Kala has delivered over 80 invited presentations, conference papers, and program evaluations in areas related to effective teaching, counseling, and academic achievement of underrepresented students. Her dissertation served as inspiration for the Electronic Mentoring and Teaching Information Resource Network (EMTIRN) funded in 1994 by a trust of Pacific Bell. EMTIRN's goal was to create an electronic community of people sharing instruction, communication, counseling, mentoring, and consulting through technology. This collaboration of 30+ campus units, 3 CSU campuses, 8 K-12 School Districts, 6 Community Colleges, science museums, public libraries and other participants, sought to provide access to UC Berkeley's vast resources for urban and rural disadvantaged, minority, and disabled students in grades K-12, community colleges, and universities, and their teachers and counselors. At the conclusion of EMTIRN, Dr. Kala continued collaboration as Project Management Team member and Evaluation Lead of the campus' Interactive University (IU) Project. In 2000, Dr. Kala's Evaluation design for Phase 1 of the Interactive University received recognition as the US Department of Commerce Evaluation Model. Dr. Kala also coordinated the four-year Oakland Charter Academy Technology Partnership that provided technology infrastructure, resources, and training for students and teachers in Oakland's first charter School located in the Fruitvale Area. Overall, Dr. Kala served as Principal or Co-Investigator for 15 extramurally awarded projects totaling more than \$10 million related to fostering student academic achievement.

From year 1996 to 2011, Dr. Kala served on the University's Academic Support and Enrichment Service (ASES) Steering Committee. ASES was created as the academic support and retention branch of Chancellor Chang-Lin Tien's Initiative to fulfill the University's historic promise to maintain diversity while preserving excellence. ASES made history as one of Berkeley's first and most successful consortia to strengthen campus-wide coordination, collaboration and communication among academic support and student services units and outreach programs," stated Gloria Burkhalter, the former Coordinator of ASES. With a priority focus on addressing issues of diversity and ways to foster student success, Dr. Kala played a key role in helping the consortium to engage in strategic planning and research analysis, such as gathering, sharing and analyzing important data and information about students' needs and experiences, and recommending ways to enhance their success. One of a number of projects where she successfully applied her research and analytical skills was a longitudinal study on the first-year experience of students at Berkeley. Findings from this study helped to heighten the campus awareness about the experience and needs of undergraduate students as they transition into and move through their first year on the Berkeley campus.

Dr. Kala served on numerous GSE committees including 13 years on the Undergraduate Minor in Education Committee and 9 years as co-chair; the UC/CSU Urban Leadership committee that guided the creation of the School's Joint Doctoral Program in Educational Leadership (JDPEL), and development of the Principal Leadership Institute (PLI). Dr. Kala also served on numerous campus, local, and statewide committees.

Post retirement, Dr. Kala continued to devote numerous hours towards promoting and supporting the academic achievement of underrepresented students. She currently serves on the Board of Directors for GOALS (Graduates Organized to Assure Learning and Success), an education-advocacy alumni organization committed to provide support, promote access and foster academic success for African American, Latino/a American, Native American and Asian/Pacific Islander students at UC Berkeley and in the Bay Area.

Contributed by Gloria Burkhalter



Jane Kaneko

Business Officer for the Institute of East Asian Studies & various campus groups (1960s-2004)

Jane Kaneko, IEAS Business Officer, retired after almost forty years of service to the university. Jane has worked at the Institute of East Asian Studies since its inception in 1978. Before that time she worked at the Center for Chinese Studies, for Health Sciences, and at University Extension. In her twenty-six years at IEAS, Jane has been responsible for nearly all the business functions of the Institute, including fiscal management, personnel, and payroll. She has seen the Institute through times of enormous growth and change. She undertook, for instance, the task of bringing the Institute in line with the technological advances at Berkeley of recent years, including new online financial and human resources systems. She worked tirelessly

with hundreds of faculty and students over the years, for whom she was always a knowledgeable and trusted resource. Jane was called “irreplaceable” at the time of her retirement.



Nancy Kreinberg (1937-2017)
Science Educator for Equity & Lawrence Hall of Science

Nancy Kreinberg was a pioneering science educator at Lawrence Hall of Science from 1973 to 1995. She graduated from the University of Wisconsin in 1959, where she majored in English. She moved with her two young sons to Berkeley, arriving in 1969 just as the Civil Rights Movement was ending, the Viet Nam War beginning, and the women’s liberation movement on the rise. Motivated by her deep belief that the voice of the underserved and the underdog needed to be heard, Nancy Kreinberg’s work and personal life reflected her dedication to the equality of women and girls, and, more broadly, to equality and equity for all. To all her undertakings, Nancy brought her gift as a collaborative change-maker, who could catalyze and motivate her colleagues and friends and give voice to their collective visions and accomplishments in her many books and articles.

When she first arrived in Berkeley, Nancy worked as a freelance editor and writer, coauthored a book on the integration of children with disabilities into the regular classroom for Far West Laboratory for Educational Research and Development of San Francisco, and was instrumental in launching Editcetera, a Berkeley organization of freelance writers, editors and other publishing specialists. To this day, Editcetera handles referrals for its member freelancers and conducts workshops for aspiring writers and editors. In her spare time, she helped organize and facilitate “consciousness raising” -- the gathering of women in small, ongoing groups to share, question, and address their experiences as the subordinate “second sex” that took hold throughout the country in the late ‘60s and early ‘70s.

In 1973, Nancy landed the job she would hold until her retirement in 1995, director of special educational programs at the five-year old Lawrence Hall of Science. LHS, a public science center perched high on the hill above the Berkeley campus, features hands-on exhibits and

multiple programs for teaching and learning science and mathematics. Her first major project was the establishment of a Math for Girls Class at the Hall. Building on that project, she created and led the EQUALS program, under the umbrella of which the LHS sponsored math workshops for girls and women as well as teaching technique classes for math and science teachers. Later she initiated Family Math, which developed strategies for family members to use in helping their children learn and love math. Over the years, the reach of Equals and Family Math, initially concerned with gender equity, was expanded to address race and class biases that hinder children's math learning as well. As Kreinberg explained in a 1998 pamphlet coauthored with Patricia Campbell, "Questioning our own assumptions, and the solutions based on those assumptions, have moved us away from the idea of educational equity as a separate concept to the idea that high quality education must include all."

In the words of her long-time colleagues Dr. Elizabeth Stage (Director of Lawrence Hall of Science 2003-2016) and Dr. Rita Levinson, "Nancy Kreinberg catalyzed the now-widespread public recognition that mathematics and science education are essential for all students' opportunities and the now-conventional wisdom that teaching students in a cooperative, problem-solving environment (the design premise of Math for Girls and every subsequent program) prepares them for lives as parents, citizens, employees and leaders."

Nancy's creativity reached beyond the programs she nurtured at the Lawrence Hall of Science. The summer after launching Math for Girls, she and Dr. Levinson sent out an invitation: "Please join us at the Lawrence Hall of Science for a gathering of people interested in increasing the participation of girls and women in math/science/technical fields." By 1975, that initial effort had morphed into the Math/Science Network, and Nancy served with Professor Lenore Blum as co-director of the Network. By the early 1980s, the Network became an independent nonprofit organization, supported by educators, scientists, parents, government agencies and educational foundations. Headquartered at the Math/Science Resource Center at Mills College and sustained by a major grant from the Carnegie Corporation of New York, the program attained a national and international reach. Nancy helped plan the Network's 30th anniversary celebration in November of 2004, at the Lawrence Hall of Science. By then, the Math/Science Network's primary program, Expanding Your Horizons in Science and Mathematics (EYH), had produced hands-on workshops for well over half a million girls and young women at 100 sites around the country. In 2010, EYH received the National Science Board's Public Service Award. Expanding Your Horizons conferences are held annually on the Berkeley campus.



Anita Madrid

Champion of Educational Equity (1973-2001)

Growing up in East Los Angeles, **Anita Madrid** saw firsthand the educational disparities between the rich and poor, and at an early age, dedicated herself to educational equity and to serving and helping others. This dedication has shaped her professional career path that began as a K-12 teacher and later in 1973 when she became a member of the UC Berkeley Staff. During her 28 years at Cal, Anita held multiple positions including: admissions officer, recruitment counselor, associate director of the Academic Senate's Professional Development Program, Senior Management Analyst under the Vice Chancellor for Business Administration, director of campus' Staff Ombuds Office. Upon retirement in 2001, Anita continued to help and serve others as Associate Director of the U.S. Division of Partners for Democratic Change in San Francisco (2001 – 2002); and as a lecturer, teaching “Multi-Cultural Conflict Resolution” in the Peace and Conflict Studies Department at Berkeley (2004 – 2006).

In 1995, Chancellor Chang-Lin Tien invited Anita to lead UC Berkeley's response to CA Proposition 209, the abolishment of Affirmative Action in California, and Special Policy 1 (SP1), the UC Regents' decision to eliminate race, ethnicity, and gender from consideration in student admissions by 1997. “The Berkeley Pledge” was Chancellor Tien's Initiative to fulfill the University's historic promise to maintain diversity while preserving excellence. To launch the project, the chancellor committed \$1 million of his discretionary funds. Beginning Fall 1995 and through the next five years, Anita would enlist the cooperation of programs from a broad spectrum of campus academic, administrative, and outreach units, and work jointly with K-12 District leaders in San Francisco, Berkeley, Oakland, and West Contra Costa Unified School Districts to develop and implement strategies that would preserve diversity at Berkeley and assure highly qualified graduating high school seniors of all races and ethnicities. Strategies focused on the five goals of “The Pledge”: (1) help strengthen K-12 schools, (2) enhance campus recruitment efforts, (3) keep Berkeley affordable, (4) create an environment that will foster student success, and (5) inspire undergraduates to pursue graduate studies and professional careers.

Just one year after implementation, the Pledge posted impressive K-12 gains using multiple performance assessments. During the 1996-97 school year, Pledge students made significant improvements in mathematics. In the 1997-98 school year, Pledge literacy programs were

offered. In the 1998-99 school year, students made marked improvements in three areas – mathematics, reading, and writing.

As a result of these gains, the Pledge was hailed as a “National Model.” In the State of Education address (February 1998), U.S. Secretary of Education Richard Riley heralded the Pledge’s outreach efforts as “an example of how a great university can raise standards, open the door to college to those who have been excluded, and encourage racial conciliation...If you set high standards for everybody, you have to keep them. At the same time, every effort ought to be made to help people meet those standards, and this is especially true for those Americans who have never had a history or a chance to rise up.” The Berkeley Pledge “Model” subsequently influenced the direction of outreach efforts announced by the University of California President’s Outreach Task Force, as well as foundation and corporation funding guidelines for grants to schools and universities.

Following Secretary Riley’s visit to Adams Middle School in Richmond, The US Department of Education sent representatives to Berkeley to better understand the contributing factors underlying the Pledge’s remarkable success. After several days of campus and K-12 site visits, interviews and focus groups, the factor identified as most critical was Pledge director, Anita Madrid, and her ability to inspire and motivate. As a result of this visit, the Pledge was a model for the development of the multi-million dollar federal “GEAR UP” program, still operating today, which allotted five and six year grants to build school partnerships with universities and organizations throughout the country. Later that year, Anita was invited to work with the US Department of Education, and The National Center for Urban Partnerships selected her to join an elite team of education leaders who hold national training sessions to help colleges and schools build partnerships.

The Pledge also had an international impact. The Ministry of Education in Japan sent a representative to consult and observe Pledge activities and it was instrumental in the development of a five-year university partnership project developed in Ireland at the University College Cork.

That same year, Chancellor Robert Berdahl announced his continued support stating, “Through its associated programs and the impressive dedication of its staff and volunteers, the Pledge has shown what we have always believed to be true – that when students of all backgrounds are given an opportunity to excel academically, they will.”

In 2000, Anita Madrid stepped down from the Pledge. A testimonial to Anita’s leadership and the impact of the Pledge culminated in the publication of a multi-authored book, “Toward a Collective Wisdom: forging successful educational partnerships” (See citation) was presented to Chancellor Chang-Lin Tien, and Executive Vice Chancellor and Provost Carol T. Christ at a reception in her honor.

Contributed by Dr. Lisa Kala



Bernice Hubbard May (1897-1975)

Program Manager, Administrative Lead & Berkeley Civic Leader (1923-1971)

Bernice Hubbard May grew up in the Elmwood district of Berkeley and graduated from Cal in 1918. During her senior year, she was woman's editor of the Daily Californian and aspired to attend graduate school, eventually forgoing the opportunity due to financial constraints. In 1923, she became the administrative lead for courses at the UC Extension Program's San Francisco office. She managed the Engineering, Science, and Management War Training program until its obsolescence in 1946. Afterwards, she began a distinguished career in local politics and community organizing with an emphasis on anti-housing discrimination.

The Bernice Hubbard May Papers contain material of interest to researchers of the history of women in politics, the conflict over housing discrimination in Berkeley, and the issue of regional government in the greater San Francisco Bay Area. The collection focuses on Hubbard May's professional endeavors and includes an array of campaign literature, correspondence, and other materials from Berkeley elections, covering the period from May's first candidacy for city council in 1959 to her retirement in 1971.

The most extensively documented of the electoral measures is the unsuccessful 1963 Fair Housing Ordinance, which sought to penalize racial discrimination in housing. Reports, minutes, and other documents from several organizations promoting regional governance (sometimes referred to as "home rule") in the Bay Area are present: substantive documentation of the San Francisco Bay Conservation and Development Commission (BCDC), including reports on a wide variety of bay issues, preparatory to the Commission's master plan; and a smaller range of materials regarding the Association of Bay Area Governments (ABAG) and the Joint Committee on Bay Area Regional Organization (BARO). Also included are reports and other documents from the East Bay Regional Park District (EBRPD) and its Citizens' Task Force, focusing on

land acquisition efforts. The materials from the Berkeley City Council center on the issue of waterfront development, but also touch on the city's responses to regional government and affirmative action policies. May's other professional activities represented in the collection include the League of Women Voters and the California Citizens' Adoption Committee.



Lynn Nakada

Assistant Director of Housing Service & Associate Director of Development (1976-2016)

The first in her family to attend college, **Lynn Nakada** '75 attended Cal with assistance from scholarships, grants, and student employment. Lynn was actively involved in a number of campus organizations: Residence Hall President and later Resident Assistant in Cheney Hall, member of the Prytanean Women's Honor Society, and Scribe in the Order of the Golden Bear. She was the last Chair of the Women's Rally Committee, and upon merger with the men's organization, became co-Chair of the University of California Rally Committee and sole Chair the following year. In 1975, she received the Kenneth Priestley Award for Student Leadership.

During her 40+ years as a member of the UC Berkeley staff, Lynn's efforts focused on strengthening Cal's eminence as an institution, and its ability to provide the critical academic and social supports needed for student persistence and success. Her 10 years in Student Affairs including Assistant Director of Housing Services enabled her to address fundamental student life concerns for approximately 25,000 Cal students each year. Her 30+ years as a fundraising professional including Associate Director of Development enabled her to strengthen Berkeley's fundraising infrastructure and facilitated an average of \$250 million dollars raised each year. Lynn was the first female member of the Order of the Golden Bear to serve as its Alumni Secretary. She served three terms on the Board of Directors of Prytanean Alumnae, Inc., and was proud to serve as its President when it was honored by the Cal Alumni Association (CAA) as the 2011 Alumni Group of the Year. In 1990, she received the Alumni Citation from the CAA. In 2019, she was named Outstanding Alumna by the Japanese American Women Alumnae of UC Berkeley.

Lynn retired in 2016, but continues her involvement as an alumna. She is the Class Secretary for the Class of 1975, having participated on both the class reunion gift and host committees. She

served as Alumni Advisor for the Mortar Board Senior National Honor Society, served on the Board of Directors for the Cal Spirit Alumni Club, and was a chapter author and a member of the Editorial Board of the Chronicle of the University of California. In addition to serving as Vice-Chair of the Young Alumni Advisory Committee of the Cal Alumni Association, she also served two terms on the CAA Board of Directors.

As a retiree, Lynn volunteers for CAA, John Muir Health in Walnut Creek, and the Pleasant Hill Senior Center. She also serves on the Advisory Board of the UC Berkeley Retirement Center, on the Advisory Committee of the Academic Talent Development Program in the Graduate School of Education, and on the Board of Directors of the Japanese American Women Alumnae of UC Berkeley. As a modest demonstration of her love for her alma mater and a simple means by which she may give back to Cal a fraction of what she has received, Lynn has established an Alumni Leadership Scholarship.

Contributed by Dr. Lisa Kala



Harriet Nathan (1920-2005)

Author, Journalist, & Interviewer at the Regional Oral History Office (1966-2000)

A journalism graduate of Berkeley in 1941, **Harriet Nathan** was the first woman to serve as managing editor of the Daily Californian. From the 1950s to 1987, she prepared public-affairs reports on state and regional policy issues at the Institute of Governmental Studies. In 1965, she reentered Berkeley for her MA in journalism. In 1966, she began working at the Regional Oral History Office (ROHO). For nearly forty years, she brought “a keen interest and depth of knowledge in the arts, government and civic service, and the history of the university” to ROHO, commented colleague Anne Lage.

She was “a superb interviewer - someone who listened very carefully, did her homework, and knew when to probe and when to remain silent,” according to Nancy Kreinberg, her colleague at Lawrence Hall of Science. She interviewed nearly 50 subjects, including philanthropists, civic

leaders, Bay Area artists, and five Berkeley chancellors. Nathan holds the record for the longest oral history produced by ROHO: she interviewed the founding dean of Berkeley's business school over the course of 12 years. She also authored *Critical Choices in Interviews: Conduct, Use, and Research Role* (1996) and, with Kreinberg, *Teachers' Voices, Teachers' Wisdom: Seven Adventurous Teachers Think Aloud* (1991). In 2000, Harriet was awarded the Berkeley Citation, the campus's highest honor.

"Enormously funny, witty, and bright as hell, Harriet Nathan encouraged you to push your thinking further and deeper and helped to bring out the best in your writing," says Nancy Kreinberg. "She was a good friend, a good listener, and strong supporter of all her friends - and she had lots of them." She was also "very active politically," says Kreinberg, who recalls that Nathan founded the Berkeley chapter of the League of Women Voters. "She kept up with politics throughout her life and retained a keen interest in it until the end."



Susan O'Hara (1938-2018)

DSP Director, Coordinator & Advocate for Independent Living (1975-1992)

Lifelong educator and polio survivor **Susan O'Hara** empowered fellow wheelchair users and people with disabilities to lead independent and fulfilling lives. The Illinois native enrolled in classes at UC Berkeley during the summer of 1971 to participate in the Cowell Residence Program, one of the earliest experiments with residential accommodations for students with significant physical disabilities. O'Hara was amazed by the established system of care and availability of resources at the university. The nascent Physically Disabled Students' Program (PDSP) provided camaraderie, motorized wheelchairs, and around-the-clock mechanic services for students with mobility impairments. The empowering freedom inspired her permanent relocation to Berkeley, CA. In 1975, the Cowell Residence Program evolved into the Disabled Students Residence Program (DSRP) and O'Hara was hired as the new program coordinator.

Within two months, she assembled an administrative team to help incoming students with physical disabilities transition into the newly retrofitted Unit II residence halls. She reassured concerned families and explained the importance of autonomy for people with disabilities to achieve life goals and actively participate in social life, a core tenet of the Independent Living Movement. O'Hara also collaborated with campus stakeholders to create more architecturally accessible spaces. When PDSP expanded to serve students with non-physical disabilities, the organization was more accurately renamed the Disabled Students' Program (DSP) in 1982. That was also the year O'Hara contacted Willa Baum, the director of the Regional Oral History Office at the Bancroft Library, with a proposal to create an archive chronicling the Disability Rights Movement.

O'Hara and Baum recognized the disabled students' movement as a historic turning point in American culture and sought patronage for a collection of oral histories and artifacts. Baum secured a modest grant from Cal's Prytanean Alumnae Society for two pilot interviews in 1984 and 1985. However, the oral history project would not grow for another decade. Fundraising efforts for the project paused when O'Hara accepted the position of DSP Director in 1988. During her sustained support of DSP, the program grew from serving seventeen students to seven hundred.

After retirement in 1992, O'Hara reconnected with Baum to establish the DRILM oral history collection at the Bancroft Library. Their persistence paid off with a grant from the National Institute on Disability and Rehabilitation Research (NIDRR) to interview disability rights activists, culminating in a series titled "Builders and Sustainers of the Independent Living Movement in Berkeley, CA". Together, they facilitated over 100 interviews and secured an additional grant to expand the project nationwide. The result was the Disability Rights and Independent Living Oral Histories archive. True to the mantra of the disability rights movement: "nothing about us without us," O'Hara staffed the project with interviewers from the disability community. From student to coordinator to director, Susan O'Hara's greatest role at UC Berkeley may be that of a community historian changing public narratives of, and highlighting the diversity in, people with disabilities.

Contributed by Mary Tan



Agnes Roddy Robb

Trustee of the UC Berkeley Foundation & Chief of Staff to President Sproul (1914-1989)

In September of 1914, **Agnes Roddy Robb** began 75 extraordinary years of devotion to the University. After her lifetime of loyal service, Chancellor Ira Heyman her “great spirit and determination” and “fierce loyalty to UC and the Berkeley campus.”

In 1930, Robert Gordon Sproul was the UC President and Miss Robb his legendary administrative assistant. For the next 28 years, “she was his very effective chief of staff,” recalls Professor Garff Wilson ‘31. She exercised immense patience and courtesy. Fiercely protective of President Sproul’s time, she screened every visitor of his with grace and implacable firmness. As the skillful guardian of President Sproul’s door and his schedule, Miss Robb rarely, if ever, made a mistake. This required comprehensive knowledge of the structure of the University; intimate acquaintance with all the institution’s personnel; and wise judgement.

After leaving the president's office, she served as an original member of the Berkeley fellows and an active trustee of the UC Berkeley Foundation from 1969 to 1977. Her gifts to the International House, Cal Performances, the Bancroft Library, and the Botanical Garden would eventually total more than \$700,000, but she insisted on no public acknowledgement of them. According to Wilson, "the University of California will always be in Miss Robb's debt."



Priscilla Scotlan (1947-1996)

First Black woman to direct the Career Planning and Placement Center (1990-1996)

Priscilla A. Scotlan, born and raised in Oakland, California, was a prominent and influential educational leader in the Bay Area. She earned a BA degree in Sociology at the University of San Francisco, and a secondary teaching credential at UC Berkeley.

Her career at Berkeley began in 1971 as a placement adviser in the Office of Educational Career Services. Concurrently, she taught and served as dean of students in the University Demonstration Secondary Summer School. In 1990 Ms. Scotlan became the first Black female to direct the Career Planning and Placement Center, and subsequently she directed the Career and Graduate School Services in 1993.

Over a span of 25 years, Ms. Scotlan was the lead person on numerous committees and boards, including President of the California Educational Placement Association and the Association for School, College and University Staffing; President of the Bay Area School Personnel Association; President of the National Phi Delta Kappa; and co-chair of the Western Association

of Colleges and Employees Annual Conference. She also served on the Board of Trustees for the University of San Francisco from 1987-1996.

Ms. Scotlan received many awards for her contributions to the campus and the larger community, such as the Certificate for Excellence in Management by the Berkeley Staff Assembly; the Distinguished Alumni Award by the Consortium of Hope for Oakland Inner-City Catholic Education; and the Phi Delta Kappa Award for distinguished service to the campus. In honor of her contributions to the University of San Francisco, a center was dedicated in her name (the Priscilla A. Scotlan Career Center), as well as a distinguished staff award (the Priscilla A. Scotlan Award for Distinguished Service). In 1996, Ms. Scotlan received the Berkeley Citation, UC Berkeley's highest honor awarded to individuals or organizations whose contributions go above and beyond the call of duty, and whose achievements exceed the standards of excellence in their fields.

Contributed by Gloria Burkhalter



Carol D. Soc (1938-2012)

Graduate Division Director of Academic Affairs (1960s-2001)

Carol D. Soc served the University of California, Berkeley, as Graduate Division Director of Academic Affairs and in other capacities, for a half-century, only ending with her untimely illness and death in 2012. Her stellar service to graduate education was marked by selfless attention and an extraordinary concern for the well-being of graduate students and faculty alike. It is fitting that her bequest to the Graduate Division is the Carol D. Soc Distinguished Graduate Student Mentoring Award, which recognizes faculty who are exceptional in mentoring their graduate students as scholars, researchers, and future faculty.

Born in Toronto, Canada, in 1938, Carol moved with her parents at a tender age to Burbank, California, to improve her health. The cultural move to the United States was complete as well – Carol's favorite childhood photograph was of her posing in a lavishly-fringed cowgirl outfit. After growing up in southern California and earning her bachelor's degree in History, with Spanish as a secondary field, at Occidental College, Carol felt the lure of northern California.

She first came to Berkeley to study to be a History teacher, but her first teaching assignment was for a high school Spanish class, which was not to her liking. A friend suggested that she work at Berkeley, rather than be a student. She secured a job as a senior typist clerk at the Graduate Division, then located in the basement of California Hall, where her first assignment was to type labels. Carol's Graduate Division career clearly did not end there.

At the point of her retirement in 2000, an event celebrated by award of the Berkeley Citation for her distinguished service and attended by the Cal Band and Oski himself, she had advanced to the responsibility level of Assistant Dean with a working title of Director of Academic Affairs and served in this capacity for over 25 years.

Happy to be recalled after her retirement, she continued to devote herself to Graduate Division concerns, the heart of which is assisting Berkeley's graduate students to achieve their academic goals and upholding the Berkeley faculty's degree standards. Through the Carol D. Soc Distinguished Graduate Student Mentoring Award, Carol's utter devotion to the campus and its graduate students continues.



Alice Taylor (1937-2008)

Chancellor's Staff Advisory Committee (CSAC) & Financial Management Officer (1966-1995)

Alice R. Taylor earned her BA and MS degrees in Zoology at U.C. Berkeley and was hired at Cal as an Electron Microscopist. She enjoyed her technical work for many years, but over time her wider ranging interests led her to switch fields. Thus, she became a Budget Analyst in the College of Engineering Dean's Office in the late 1970's.

Alice was a relentless, creative advocate for staff recognition at U.C. Berkeley. As a member of the Berkeley Staff Association (BSA), she was one of the staff activists who proposed the creation of the Chancellor's Staff Advisory Committee (CSAC). When the proposal was accepted, Alice was one of the first staff members appointed to the Committee in 1980. She

served as Committee Chair and was a constant source of ideas for staff inclusion and recognition.

Taylor moved to UC Santa Cruz as part of Chancellor Karl S. Pister's top staff and retired in 1993. Chancellor Emeritus Pister said this about Alice: "Alice Taylor represented the quality, commitment and ability of staff leadership that provided the essential continuity for the daily operation of the campus. It was my good fortune to have her on my staff at Berkeley and Santa Cruz."

She was active in the Girl Scouts and worked as the director of Berkeley's Camp White Meadows. Alice was lively and intelligent, with a direct and humorous way of speaking that endeared her to her colleagues.



Colonel Katherine Towle, Marine Corps

Katherine Amelia Towle (1898-1986)

1st woman Dean of Students at UC Berkeley & Administrator (1953-1966)

Katherine Towle graduated with honors from UC Berkeley in 1920. Her first university job was as an assistant in the Admissions Office. She then took an administrative job at Miss Ransom and Miss Bridges School for girls before returning to campus for more graduate work. She earned a Master's in Political Science (1935) before going back into university administrative work, this time as assistant to the manager and senior editor at UC Press, where she worked from 1935 until 1943. In that position, she oversaw the production of official university publications. In 1943, she took a leave from the university to become one of the first women in the US Marine Corps, where her first assignment began before public announcement of the establishment of the Women's Reserve in February, 1943. She advanced quickly through the ranks, becoming Colonel and taking over as the Director in 1945. When the Women's Reserve was deactivated in 1946, she returned briefly to UC administration, serving as Assistant Dean of Women, but when

Congress passed the Women's Military Integration Act, she went back to the permanently established women's Marines until she reached the mandated retirement age in 1953. At that point, she returned once more to the UC Dean of Women's office at Berkeley, as the Dean. In the last stage of her career, she was appointed Dean of Students in 1961 and retired in 1965. As a student services administrator, Dean Towle was the first woman to serve as the Dean of Students, and she made great strides in bringing the concerns of women undergraduates into parity with those of men. She broke down the gender divide in the Dean of Students Office and prepared the way for student services and facilities that could be equally available to students of all genders.



Carla Trujillo

DE&I Advocate & Assistant Dean for Graduate Diversity (1985-2015)

Dr. Carla Trujillo was one of the campus' first staff charged directly with serving as a change agent for increasing diversity, equity and inclusion (DEI). Her outstanding work was instrumental to generating DEI staff positions across the campus, and was influential nationally. She was born to a working class family in New Mexico and grew up in Northern California. She received her B.S. degree in Human Development from UC Davis, and her M.S. and Ph.D. degrees in Educational Psychology from the University of Wisconsin, Madison.

During Dr. Trujillo's 30-year tenure at Berkeley, she established the diversity officer model that today is in widespread use on the campus and is emulated nationally. She also created innumerable programs that continue decades later. Above all, she proved the enormous potential that Berkeley has to diversify its graduate population. Through her actions and impact, Dr. Trujillo demonstrated the power of caring mentors and attentive advocates for diversifying the graduate level. Brilliant at recognizing talent, and astute about the conditions necessary for successful student learning and discovery, she became one of the campus' most highly respected advocates for diversity among faculty, students, and staff, as well as colleagues across the nation. Dr. Carla Trujillo started working at UC Berkeley in 1985 as an academic advisor in Chicano Studies, and then as an instructor in the Department of Ethnic Studies. Dr. Trujillo was determined to help expand Chicano Studies, and succeeded in doubling the number of majors. Soon after, in 1987, Dr. Trujillo was recruited to the College of Engineering, where she served as the college's graduate diversity officer. She served as Director of the Graduate Academic Diversity program (GRAD) and the Director of the Julia Morgan Engineering Program for 16 years, focusing on increasing the number masters and doctoral degree recipients from underrepresented minority groups (African American, Chicanx, Latinx, and Indigenous students) and all women.

During Dr. Trujillo's tenure, the College of Engineering increased graduate enrollment 58 percent for women and 460 percent for underrepresented minorities. Her accomplishments were so impressive that students in the Biological Sciences successfully advocated for a position to be created modeled on hers. Later, the Mathematical and Physical Sciences Dean created a position, also modeled on Dr. Trujillo's. While in this position, Dr. Trujillo initiated the highly successful Interactive Theater approach to informing faculty about the ways in which race, gender, and class differentially affected students' and colleagues' experiences. She also co-founded the Berkeley Edge recruitment program. Principled and courageous in her work to ensure that the university create conditions that allow all students, including students from underrepresented groups to flourish, Dr. Trujillo became an exemplar of how diversity officers can motivate transformative change on university campuses.

While serving as the College of Engineering's graduate diversity officer, Dr. Trujillo also continued to teach part-time in Ethnic Studies and, to broaden her skills, took a postdoctoral appointment for a year and a half in the Counseling Center. In 2003 Dr. Trujillo was recruited to lead the campus' graduate diversity effort, and joined the staff of the Graduate Division. She served as Graduate Diversity Program Director, then Assistant Dean.

With the inauguration of the Office of Vice Chancellor for Equity and Inclusion (E&I), Dr. Trujillo was invited to join the Division of Equity and Inclusion, which she did in 2008. In E&I, Dr. Trujillo developed several campus wide programs and initiatives, that enabled the campus to increase its impact on the diversity of the graduate population at Berkeley and in the nation. She created Getting into Graduate School (GiGS) for Berkeley undergraduates, and in collaboration with discipline-based diversity officers, co-created the Mellon-Mays University Fellowship program, the AMGEN Summer Research Program. An expert on many aspects of the path to graduate school, including graduate admissions and the advisor-advisee relationship, she created

materials and workshops to assist graduate applicants and enrolled students. She was widely recognized as an unparalleled counselor, and became many students' mentor and coach of last resort. She could facilitate the successful advancement of students even when all other mentors had failed. She consistently said that her greatest joy was assisting graduate students who were undergoing academic difficulties and empowering their success.

With indefatigable energy and determination, even as she was transforming the campus' approach to graduate diversity, Dr. Trujillo was establishing herself as an award-winning novelist, social and literary theorist, and essayist.

Dr. Trujillo is the editor of two anthologies, *Living Chicana Theory* (Third Woman Press), and *Chicana Lesbians: The Girls Our Mothers Warned Us About* (Third Woman Press). She is the winner of a Lambda Book Award and the Out/Write Vanguard Award. Her first novel, *What Night Brings* (Curbstone Press 2003), won the Miguel Marmol prize focusing on human rights. *What Night Brings* also won the Paterson Fiction Prize, the Latino Literary Foundation Book Award, Bronze Medal from Foreword Magazine, Honorable Mention for the Gustavus Meyers Books Award, and was a LAMBDA Book Award finalist. Her latest novel, *Faith and Fat Chances* (Curbstone Books/Northwestern University Press 2015), was a finalist for the PEN-Bellwether Prize for Socially Engaged Fiction. Carla has also written various articles on identity, race, gender, and higher education. In demand as a speaker and teacher nationally, Dr. Trujillo lectured at Berkeley, Mills College, and S.F. State University, and taught fiction for the Sandra Cisneros Macondo Writers Program and the Lambda Literary Foundation's Emerging Writers Retreat.

Contributed by Colette E. Patt