University of San Diego

Digital USD

Dissertations

Theses and Dissertations

1990-05-01

A History of Women's Intercollegiate Athletics in San Diego Community Colleges from 1955 to 1972

Nan Elizabeth Haugen EdD
University of San Diego

Follow this and additional works at: <https://digital.sandiego.edu/dissertations>

Part of the [Leadership Studies Commons](#)

Digital USD Citation

Haugen, Nan Elizabeth EdD, "A History of Women's Intercollegiate Athletics in San Diego Community Colleges from 1955 to 1972" (1990). *Dissertations*. 546.
<https://digital.sandiego.edu/dissertations/546>

This Dissertation: Open Access is brought to you for free and open access by the Theses and Dissertations at Digital USD. It has been accepted for inclusion in Dissertations by an authorized administrator of Digital USD. For more information, please contact digital@sandiego.edu.

UNIVERSITY OF SAN DIEGO

A HISTORY OF WOMEN'S INTERCOLLEGIATE ATHLETICS
IN SAN DIEGO COMMUNITY COLLEGES
FROM 1955 TO 1972

A DISSERTATION SUBMITTED TO
THE FACULTY OF THE SCHOOL OF EDUCATION
IN CANDIDACY FOR THE DEGREE OF
DOCTOR OF EDUCATION

BY

NAN ELIZABETH HAUGEN

SAN DIEGO, CALIFORNIA
MAY, 1990

DISSERTATION COMMITTEE

PATRICIA A. LOWRY, Ph.D., DIRECTOR
WALLACE F. COHEN, Ed.D.
SUSAN ZGLICZYNSKI, Ph.D.

Copyrighted by
Nan Elizabeth Haugen
May 1990

ABSTRACT

A HISTORY OF WOMEN'S INTERCOLLEGIATE ATHLETICS IN SAN DIEGO COUNTY COMMUNITY COLLEGES FROM 1955 TO 1972

There has been a significant increase in the number of American women in athletics in colleges and universities during the twentieth century. The purpose of this research was to identify and trace the historical development of the women's athletic programs at community colleges in San Diego County from 1955 - 1972. This study was also designed to identify the leaders and the leadership abilities which enabled these women to develop successful women's athletic programs.

The research design used was the historical method. Three types of historical sources were utilized: documents, quantitative records and oral histories. Thirteen oral interviews were conducted and taped. The subjects of these interviews were teachers, coaches, physical education directors and athletic directors who had initiated, encouraged and developed women's athletic programs at community colleges in San Diego County until the passage of Title IX in 1972.

Analysis of the data revealed four developmental periods that occurred during the establishment of the

women's athletic programs at the six community colleges. The periods were identified as the Informal Period, the Structural Period, the Formal Period and the Realization Period. Although five of the six colleges exhibited all four of these periods, the order of occurrence of the developmental periods varied at each institution. One of the college programs studied experienced only one of the developmental periods due to the fact that no athletic teams were established.

The research showed that women's athletic programs were established and developed where there were strong women leaders present. These women leaders also exhibited Bennis' five leadership qualities which include vision, communication, persistence and focus, empowerment and rearrangement of key personnel. Despite experiencing many cultural and social restraints in their own personal backgrounds toward participation in athletics and in spite of the resistance they encountered from their own administration and men's athletic faculties, the women leaders in this study were able to persevere and create women's athletic programs where none previously had existed.

DEDICATION

To

My Family

Who always believed
and gave me strength

ACKNOWLEDGMENTS

I wish to thank my dissertation committee, each of whom contributed uniquely to this study. First, I would like to thank Dr. Patricia Lowry who initially created an appreciation and desire in me to pursue an historical type of research. Next, I would like to thank Dr. Cohen for his specific and valuable suggestions throughout the entire process. I would like to extend my gratitude to Dr. Sue Zgliczynski for her discerning and insightful suggestions concerning this study.

I would like to extend my eternal appreciation to Dr. June T. Scoplinich whose personal, yet critical support, was a perfect blend toward helping me complete this task. Her personal example exemplifies the qualities of leadership that this dissertation and doctoral program are all about.

I am greatly indebted to the thirteen women whom I interviewed. At great personal sacrifice but with a value toward truth, these women leaders gave willingly not only of their time but especially of their true emotions, deep feelings and inner thoughts. Without the richness of their testimony, this dissertation

would not have been possible.

I would also like to thank Dr. Barbara Broderick for her unwaivering friendship and support throughout the doctoral program.

Finally, I would like to thank my parents and my brother for their continued understanding during many "holidays of research." And, of course my dog, Corky, whose hours of waiting and being a "study-buddy" oftentimes lasted late into the night.

TABLE OF CONTENTS

DEDICATION.....	ii
ACKNOWLEDGMENTS.....	iii
LIST OF ILLUSTRATIONS.....	ix
LIST OF TABLES.....	x
Chapter	
1. INTRODUCTION.....	1
Statement of the Problem	
Research Questions	
Topical Questions	
Implications for Educational Leadership	
Assumptions for this Research	
Definition of Terms	
NOTES.....	18
2. REVIEW OF LITERATURE.....	24
1800 - 1859	
1860 - 1899	
1900 - 1909	
1910 - 1919	
1920 - 1929	
1930 - 1939	
1940 - 1949	
1950 - 1959	
1960 - 1969	
1970 - 1972	
NOTES.....	56
3. METHODOLOGY.....	64

Limitations of the Historical Method	
Limitations of the Study	
The Sample	
Community Colleges	
Development of the Data	
Interviews	
Data Gathering	
Data Analysis	
NOTES.....	78
4. PALOMAR COLLEGE.....	81
The Informal Period: 1955 - 1960	
The Structural Period: 1960 - 1968	
The Realization Period: 1964 - 1972	
The Formal Period: 1967 - 1972	
A Heritage of Women Leaders	
NOTES.....	130
5. GROSSMONT COLLEGE.....	168
The Informal Period: 1961 - 1965	
The Structural Period: 1965 - 1968	
The Realization Period: 1967 - 1972	
The Formal Period: 1967 - 1972	
A Heritage of Women Leaders	
NOTES.....	197
6. SOUTHWESTERN COLLEGE.....	227
The Informal Period: 1961 - 1965	
The Structural Period: 1965 - 1967	

The Formal Period: 1967 - 1972	
The Realization Period: 1970 - 1972	
A Heritage of Women Leaders	
NOTES.....	243
7. SAN DIEGO MESA COLLEGE.....	249
The Informal Period: 1964 - 1965	
The Structural Period: 1965 - 1967	
The Formal Period: 1967 - 1972	
The Realization Period: 1970 - 1972	
NOTES.....	270
8. MIRA COSTA COLLEGE.....	281
The Informal Period: 1966 - 1972	
A Heritage of Women Leaders	
NOTES.....	290
9. SAN DIEGO CITY COLLEGE.....	293
The Informal Period: 1966 - 1968	
The Structural Period: 1968 - 1970	
The Formal Period: 1967 - 1972	
The Realization Period: 1969 - 1972	
NOTES.....	314
10. SUMMARY, CONCLUSIONS AND RECOMMENDATIONS....	326
Summary	
Palomar College	
Grossmont College	
Southwestern College	
San Diego Mesa College	

MiraCosta College	
San Diego City College	
Conclusions: Research Questions	
Recommendations	
Summary of Research	
Recommendations	
NOTES.....	362
Appendix	
1. Letter to Subjects.....	366
2. Interview Guide.....	367
3. Interview Questions.....	369
4. Ayer's Records.....	371
5. Sportsday Rotation.....	372
6. Constitution of the San Diego Women's Intercollegiate Board.....	373
REFERENCE LIST.....	386

LIST OF ILLUSTRATIONS

Figure	Page
1. Mildred Ayers, Palomar College.....	100
2. Basketball Players.....	108
3. Tennis Team.....	109
4. Viola Jeffery with the Palomar College Field Hockey Team.....	115
5. Viola Jeffery with the Palomar College Basketball Team.....	118
6. Donna Reiser with the Palomar College Women's Recreation Association (W.R.A.)..	123
7. The Grossmont College Women's Athletic Staff.....	179
8. Dorothy Arnold with the Grossmont College Badminton Team.....	188
9. The Southwestern College Women's Athletic Staff.....	240
10. Eve Lill, San Diego Mesa College and Grossmont College.....	250
11. Mary Jane Komisarck, San Diego Mesa College.....	265
12. Mira Costa College.....	282
13. Betty Hock with the San Diego City College Track and Field Team.....	306

LIST OF TABLES

Table	Page
1. Coaching Assignments of Palomar College.....	97
2. Coaching Assignments of Grossmont College...	172
3. Coaching Assignments of Southwestern College.....	231
4. Coaching Assignments of San Diego Mesa College.....	253
5. Coaching Assignments of San Diego City College.....	308
6. The Developmental Periods of the San Diego County Community Colleges.....	343
7. Allocation of Funds.....	344
8. Leadership Competencies - Palomar College...	348
9. Leadership Competencies - Grossmont College.	349
10. Leadership Competencies - San Diego Mesa College.....	350
11. Leadership Competencies - San Diego City College.....	351

CHAPTER ONE

INTRODUCTION

During the twentieth century, there has been a rapid growth and development of American women participating sport. With over a century of historical events to consider concerning women in sport in the United States, perhaps the most significant factor was the rapid rate of growth. As Gerber stated:

With all the changes (in athletics in the United States), the biggest one is the growth of sport for women Certainly, comparatively more women now take part in organized sport competition than at any other time in history."¹

Other authorities agreed with Gerber and call the birth and rapid rise of the American sportswoman a twentieth century phenomenon.² Today, literally hundreds of thousands of American women participate in some form of organized sport.³

Many authorities believed that this unusually large increase of American women in sport was caused by the changing role of the woman in American society.⁴ In fact, some authorities have stated that what was the most significant change was the attitude of the American public towards women's traditional roles.⁵ In the past, "women have been restricted to a sphere of

endeavor as homemaker, bearer of children, and helpmate for husband. Her attempts to go outside the prescribed role frequently led to ridicule and abuse."⁶ Women also were limited to certain acceptable sports. These feminine sports were few in number and were selected because they were "performed without acquiring an indelicate amount of sweat."⁷

Acknowledging the physical and capability differences between male and female students, women's collegiate athletic events reflected a more feminine, lady-like and social nature than the ones chosen for the men.⁸ The impetus in the women's program was on the social rather than the competitive aspects of sport. Gerber reported that "the primary purpose of sport or early physical recreation seemed to be the opportunity for a respectable social encounter."⁹

It was only as recently as the 1960s and 1970s that new attitudes brought changes for women and their roles in the American collegiate sport scene.¹⁰ Coffey labeled these recent decades, with regard to women in organized sport, as a period of participation when "women were carried into a role of equal responsibility with men."¹¹ With this equalization of roles, present American society found it more acceptable for a girl or woman to reach a high level of skill and success in sports based on individual effort rather than on

society's demands.¹² Nowhere was this attitudinal change toward women's sports opportunities more apparent than in today's colleges and universities. Interestingly it had been these institutions historically that were in the forefront and, in many cases, helped to precipitate change. Gerber stated that it was the colleges and universities that were responsible for influencing the cultural changes in sport.¹³ Rice concurred with Gerber when she stated: "It was 1910 before sports were generally accepted as a legitimate part of the school program.... As part of the school curriculum, sports developed more rapidly in the colleges than in the lower schools."¹⁴ As women's participation in sport at colleges and universities increased, curriculum and programs changed to meet these new demands expressed by female students. One of the ways that colleges influenced the culture through sport was to change their curriculum in order to include sport for women. In many cases they offered both the feminine and the unconventional sports for women. Thus, the curriculum for women physical education majors became increasingly dominated by sport rather than non-competitive activities.¹⁵ With this new emphasis on nontraditional sports and the increase of women physical education majors, colleges began to offer women a greater number of opportunities in sport.

As the twentieth century evolved, sport began to dominate the collegiate physical education and athletic curriculum.¹⁶ Park stated:

...by the early twentieth century American college women were playing many of the games that male students were playing; and the intensity with which the women approached their sports could be fully equal to that of their male contemporaries."¹⁷

During the first half of the twentieth century, women's intercollegiate athletics, at both the four-year and two-year colleges, reflected the philosophies of many of the leaders in physical education from the early 1900's. Examples of these principles included statements by physical education leaders such as Gulick who claimed that "strenuous training of teams tends to be injurious to both the mind and body of women;¹⁸ Hill's warning that "fiercely competitive athletics have their dangers for women in developing qualities that are not womanly;"¹⁹ Sargent's report that women's athletics resulted "in socially undesirable behavior"²⁰ and, Parry's statement that "competitive athletics impeded childbearing."²¹ All of these pronouncements served to induce a period of restraint in providing athletic opportunities for women in colleges and universities. The results of these various expert opinions negatively influenced not only the opportunity of women to compete in intercollegiate

athletics but also influenced the educational philosophy of most women physical educators.

In fact, by 1923 the National Amateur Athletic Federation under the direction of Mrs. Herbert Hoover called for the suppression of many forms of women's intercollegiate competition which resulted in the disappearance of all forms of competitive sport for college women.²² This nihilistic attitude continued until the middle of the twentieth century.

The women leaders of the physical education profession were profoundly affected by these educational tenets that they had learned while earning their degrees and thus "became powerful antagonists to high-level competitive sport for women."²³ Gerber reported that "these women did little to promote intercollegiate sport and much to oppose it."²⁴ For decades, these same women physical educators directed the Division of Girls and Women's Sports (D.G.W.S.) which was the governing body of intercollegiate athletics for university and college women.²⁵ By the mid 1940's, the D.G.W.S. allowed informal play days but, as one authority reported, "girls were aware that no championships were involved."²⁶ The D.G.W.S. endorsed the recreational philosophy of "a sport for every girl and every girl in a sport."²⁷ This philosophy was central to the concept of play days,

sports days and non-competitive experiences and affected women's intercollegiate sport into the 1960's.

However, it was not until the 1960s that American collegiate institutions began offering curriculum for women in sport in any meaningful way to reflect the type of activities popular in the larger social scene.²⁸ By 1971-1972, the American Intercollegiate Association for Women reported a membership of 278 four-year colleges and universities.²⁹ In 1972, the disparity of funding for men's and women's athletics in the United States was recognized by the U.S. Government with the passage of Title IX of the Education Amendments Act which "prohibits sex discrimination in Federally-assisted education programs."³⁰ Thus, by the early 1970s, women's intercollegiate athletics was attempting to reach equality in the funding of competition with their male counterparts.

As part of the American collegiate scene, the history of women's athletics in the community colleges of California reflected a similar scenario. Women's athletics in the community college had been a very recent development. On December 7, 1967, Katherine Ley, chairman of the Commission of Intercollegiate Athletics for the Division of Girls and Women's Sports stated:

Now the Commission will provide national championships for all college women in junior colleges as well as four-year colleges and universities.³¹

However, it was not until six years later, in 1974, that the first national championships were held for women at community colleges. This reflected the recent development of organized athletic events for women at the community college level.

Perhaps the most noteworthy occurrence was the rapid rate of growth of women's community college athletics. In a recent study conducted in 1987 by the Commission on Athletics (C.O.A.) of the California Community Colleges, the Commission reported a total of 7,789 women participants competing at ninety-two California community colleges.³²

This fast ascendance of women's athletics in the community colleges can be partly attributed to the female leadership that was present at each individual college. As the Division of Girls' and Women's Sports (D.G.W.S.), the governing body for girls' and women's sports in the United States, stated: "Leadership is the most important essential factor affecting the value of an extramural sport experience of the participant, regardless of the organizational pattern of the event (sports day, meet, tournament, etc.)"³³

Bennis and Nanus have identified four leadership tasks:

1. the ability to translate intention into reality and to sustain it;
2. the ability to concern themselves with the organization's basic purposes, why it exists, its general direction and value system;
3. the ability to induce clarity regarding their organization's vision;
4. the ability to arouse a sense of excitement about the significance of the organization's contribution to society.³⁴

Bennis has identified five characteristics of leadership which were used as guides to the leadership roles of the women community college physical education personnel in this study. They were:

1. Vision: the capacity to create and communicate a compelling vision of a desired state of affairs that induces commitment to the future;
2. Communication and alignment: the capacity to communicate their vision in order to gain the support of their multiple constituencies;
3. Persistence, consistency, focus: the capacity to maintain the organization's direction, especially when the going gets rough;

4. Empowerment: the capacity to create environments that can tap and harness the energies and abilities necessary to bring about the desired results;

5. Organizational learning: the capacity to abandon or rearrange key personnel when faced with new conditions; even in the face of agonizing doubts and paralyzing ambiguities.³⁵

These five characteristics were utilized within each chapter to demonstrate whether strong leadership existed within the women's athletic departments at each of the six local colleges studied. The success of the women's athletic programs were traced at each institution through the actions and efforts of the women leaders present.

While this expansion of women's athletic programs in community college was recent and rapid, the recording of its historical origin and development within the state of California has been non-existent.³⁶ Historical records have not been kept or preserved.³⁷ Sources of faculty input, such as athletic directors, have been lost and files at individual colleges have not been maintained.³⁸ With the exception of unpublished material, stored in unusual and unlikely places at various institutions, written documentation about women's community college athletics in San Diego County has been lacking.³⁹ Little formal and written

data was compiled or saved at these institutions. While the origins of athletics for women began at one of the six colleges as early as 1955, no historian has recorded the origin or development of these women's athletic programs.⁴⁰ Without this historical effort being made to capture the historical beginnings of the San Diego women's athletic programs, this information would have been lost and forgotten as records were destroyed to make room for the new.

II. STATEMENT OF THE PROBLEM

The purpose of this study was to trace the origin and the development of women's intercollegiate athletics from 1955 to 1972 in the six community colleges located in San Diego County: Grossmont, Mira Costa, Palomar, San Diego City, San Diego Mesa and Southwestern. The study focused on how the women's athletic program at each college began, how women's intercollegiate athletics at the six community colleges developed, who the faculty leaders at each institution were and what, if any, the leadership qualities exhibited by these individuals were. The study involved tracing the beginnings of intercollegiate athletics for women at each institution and concluded with the passage of Title IX, Public Law 92-318 of the Education Amendments Act of 1972.⁴¹ With the passage

of Title IX, the nature of women's athletics again changed.

It is hoped that this dissertation on the development of women's intercollegiate programs at the six San Diego Community Colleges has provided a written historical record of the growth in women's athletics at each institution before the passage of Title IX. The study also discussed the specific women's sports which were included in the athletic program at each of the six community colleges.

III. RESEARCH QUESTIONS

1. What was the historical development of each of the women's athletic programs at the six San Diego community colleges before 1972?
2. Who were the leaders in the development of women's athletics at each institution?
3. What leadership qualities were possessed by these leaders that enabled their programs to succeed?
4. What specific sports were first chosen and continued to be offered in the women's athletic programs at each college; ie., what programs achieved high levels of excellence?
5. What unique contributions has women's athletics made at each campus and community?

6. Were the characteristics inherent in leadership as expressed by Bennis⁴² demonstrated by the women involved in developing programs at each community college?

Topical Questions

1. Who provided the main impetus for starting women's athletics at each institution?

2. Did the administration at each institution support the beginnings of women's athletics?

3. Did the various groups within each institution support the beginnings of women's athletics:

- a. women physical educators
- b. men physical educators
- c. men coaches
- d. faculty
- e. governing board
- f. students

4. Did the public or community at each institution support the beginnings of women's athletics?

The following sources were explored to determine the answer to these questions: college calendars, governing board minutes, faculty manuals, college catalogues, accreditation reports, college newspapers, community newspapers, athletic committee minutes,

athletic records, physical education records, physical education minutes, special collections and tape recordings from oral interviews conducted by the researcher.

Implications for educational leadership

In the history of women's athletics, leadership was identified as a crucial factor in the development of competition for women. The 1958 Statement on Competition, by the Division of Girls' and Women's Sports, stated that "the development of student leadership and responsibility are valuable and important as aspects for the program and as assets for community service."⁴³

In 1971, the Association of Intercollegiate Athletics for Women (A.I.A.W.) stressed the importance of leadership to the entire athletic experience. The A.I.A.W. announced their goals which were to bring college women together in a biennial conference that encouraged leadership, to promote an exchange of ideas, and to further nationwide interest in sport for college women.⁴⁴

Leadership was also important as a reflection of the historical development of women in physical education and athletics in higher education in the United States. As Kennard, a noted physical education

historian, stated: "Because university women have been influential (to physical education and athletics), the history of women in physical education is very much a history of these leaders."⁴⁵ It was possible, then, to review the history of physical education in higher education and be able to identify the leaders.

Burns defined leadership as a process whereby the "the leaders induce followers to act for certain goals that represent the values and the motivations - the wants and needs, the aspirations and expectations - of both leaders and followers."⁴⁶ This research has attempted to identify, through an historical analysis, the leaders in women's physical education and athletics at community colleges in San Diego County, who were responsible for establishing a women's athletic program at their institutions. The results not only discussed the history of women's athletics at the community colleges but also was a history of these leaders.

Through this historical analysis of these athletic programs for women at the six local community colleges, it was possible to identify similarly held goals and leadership qualities of the leaders at each institution who helped provide the impetus for the establishment of each of their athletic programs. The values and motivation of the leaders of the six women's athletic

programs selected for this research were identified through this historical analysis.

In conclusion, this research has attempted to identify the leaders and the part they played in the development of women's athletics at each of the six community colleges of San Diego County from 1955 to 1972.

Assumptions for this research

There were basic assumptions inherent in this study. These assumptions were:

1. That women's athletics at the six community colleges chosen for this research developed prior to 1972;
2. That records were available which would yield the historical information needed;
3. That the individual leaders who provided the impetus for the development of women's athletic programs at the six community colleges were available to be interviewed;
4. That the passage of Title IX in 1972 represented the end of an era in women's athletics at the six community colleges in San Diego County.

IV. DEFINITION OF TERMS

The following terms were used in this research:

Athletics. Competitive activities, organized games and sports, either on a team or on an individual basis.⁴⁷

Commission on Athletics (C.O.A.). The regulating body of men's and women's athletics for California Community Colleges in the state of California which is located in Sacramento, California.⁴⁸

Competition. Participation in a sport activity by two or more persons from which a winner can result.⁴⁹

Extramural competition. A plan of sports competition in which participants from two or more schools, community centers, clubs, organizations, institutions, industries, or neighborhoods compete. The forms of extramural competition include: sport days, telegraphic meets, invitational events, or interscholastic, and intercollegiate events.⁵⁰

Interscholastic or Intercollegiate. Groups which are trained and coached play a series of scheduled games and/or tournaments with teams from other schools, or colleges and universities.⁵¹

Intramural competition. A program of recreational activities carried on within the school.⁵²

Invitational events. Extramural competition in which symposiums, games, or matches, for a school or sport group that invites one or more teams to participate.⁵³

Leadership. A process whereby leaders induce followers to act for certain goals that represent the values and the motivations - the wants and needs, the aspirations and expectations - of both leaders and followers.⁵⁴

Physical education. An integral part of the total education process in a field of endeavor that has as its aim the improvement of human performance through the medium of physical activities.⁵⁵

Play. An essential activity used as amusement.⁵⁶

Play day. A program similar to a sports day, except that school identity is not maintained; competing

teams are selected from representatives of all participating schools.⁵⁷

Sport. All forms of physical activity, recreational or competitive.⁵⁸

Sports days. A program of (extramural) competition in one or more activities in which two or more schools are involved and school identity is maintained.⁵⁹

Telegraphic meets. Extramural competition in which results are compared by wire or mail.⁶⁰

Title IX. Public Law 92-318 of the Education Amendments Act of 1972 which ensures that equal opportunity for participation shall be afforded members of both sexes at institutions receiving financial assistance from the federal government.
⁶¹

NOTES

¹Ellen Gerber and others, eds. The American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company, 1974), 8.

²Roberta J. Park, "From 'Fair Sex' to Feminism: Sport and the Socialization of Women in the Industrial and Post-Industrial Eras," in Sport, Gender and Society in a Transatlantic Victorian Perspective, ed. J.A. Mangan and Roberta J. Park (London, England: Frank Cass and Company Limited, 1987), 67. See also Thelma Bishop, "Division of Girls and Women's Sports," Journal for Health, Physical Education, Recreation and Dance 56 (April 1985): 94. See also Margaret A. Coffey, "Sportswoman, Then and Now," Journal for Health, Physical Education, Recreation and Dance 36 (February 1965): 38. See also Sara Staff Jernigan, "Women and the Olympics," Journal for Health, Physical Education and Recreation 33 (April 1962): 35.

³Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company, 1974), 3.

⁴Sara Staff Jernigan, "Women and the Olympics," Journal for Health, Physical Education, and Recreation 33 (April 1962): 35. See also Margaret A. Coffey, "Sportswoman, Then and Now," Journal for Health, Physical Education, Recreation and Dance 36 (February 1965): 41. See also Ellen Gerber and others, eds. The American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company): 22. See also Thelma Bishop, "Forecast for the Future: Girls and Women's Sports," Journal for Health, Physical Education and Recreation 31 (April 1960): 94.

⁵Ellen Gerber and others, eds. The American Woman in Sport (Reading, Mass: Addison Wesley Publishing Company, 1974), 28. See also Mary A. Boutilier and Lucinda San Giovanni, The Sporting Women (Champaign, Il.: Human Kinetics Publishers, Inc., 1973), 25. See also Roberta J. Park, "From 'Fair Sex' to Feminism: Sport and the Socialization of Women in the Industrial and Post-Industrial Eras," in Sport, Gender and Society in a Transatlantic Victorian Perspective, ed. J. A. Mangan and Roberta J. Park (London, England: Frank Cass

and Company Limited, 1987), 67.

⁶Alyce Cheska, "Current Developments in Competitive Sports for Girls and Women," Journal for Health, Physical Education and Recreation 41 (March 1970): 86.

⁷Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company, 1974), 4.

⁸Mary A. Bourtilier and Lucinda San Giovanni, The Sporting Women (Champaign, Il.: Human Kinetics Publishers, Inc., 1983), 35. See also Donald J. Mrozek, "The Amazon and the American 'Lady': Sexual Fears of Women as Athletes," in Sport, Gender and Society in a Transatlantic Victorian Perspective, ed. J. A. Mangan and Roberta J. Park (London, England: Frank Cass and Company Limited, 1987), 296.

⁹Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company, 1974), 4.

¹⁰Ibid., 22.

¹¹Margaret A. Coffey, "Sportswoman, Then and Now," Journal for Health, Physical Education and Recreation 36 (February 1965): 41.

¹²Sara Staff Jernigan, "Women and the Olympics," Journal for Health, Physical Education and Recreation 33 (April 1962): 35.

¹³Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company, 1974), 5.

¹⁴Emmet A. Rice, John L. Hutchinson, and Mabel Lee, A Brief History of Physical Education, (New York: Ronald Press, 1958), 253.

¹⁵Ellen Gerber and others, The American Woman in Sport, (Reading, Mass.: Addison Wesley Publishing Company, 1974), 54.

¹⁶Ibid.

¹⁷Roberta J. Park, "From 'Fair Sex' to Feminism: Sport and the Socialization of Women in the Industrial and Post-Industrial Eras," in Sport, Gender and Society

In a Transatlantic Victorian Perspective, ed. J. A. Mangan and Roberta J. Park (London, England: Frank Cass and Company Limited, 1987), 67.

¹⁸Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison-Wesley Publishing Company, 1974), 71.

¹⁹Matthew C. Resick and Carl E. Erickson, Intercollegiate and Interscholastic Athletics for Men and Women (Reading, Mass.: Addison-Wesley Publishing Company 1975), 13. See also: Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison-Wesley Publishing Company, 1974), 69.

²⁰Stephanie L. Twin, Out of the Bleachers, (Old Westbury, New York: The Feminist Press 1979), xxv.

²¹Ibid., 52.

²²Ellen Gerber and others, eds., The American Woman in Sport, (Reading, Mass.: Addison-Wesley Publishing Company, 1974), 73.

²³June A. Kennard, "The History of Physical Education," Signs 2 (Summer 1977): 842.

²⁴Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison-Wesley Publishing Company, 1974), 16.

²⁵Ibid., 61.

²⁶Margaret A. Coffey, "Sportswoman, Then and Now," Journal for Health, Physical Education and Recreation 36 (February 1965): 50.

²⁷Betty Spears, "Prologue: the Myth," in Women in Sport: From Myth to Reality, ed. Carole Oglesby (Philadelphia: Lea and Febiger, 1978), 13.

²⁸Ellen Gerber and others, eds., American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company, 1974), 56.

²⁹Ibid., 67.

³⁰Department of Health, Education, and Welfare/Office for Civil Rights, Final Title IX Regulation Implementing Education Amendments of 1972, (Washington, D.C.: Government Printing Office, 1975),

2. This law stated that "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.... The effective date of the Regulation was July 21, 1975."

³¹Katherine Ley, "D.G.W.S. National Collegiate Athletic Championships for Women," Journal for Health, Physical Education and Recreation 39 (February 1968): 25.

³²Robert Jensen, Chairman "Report and Recommendations on Intercollegiate Athletics," (Sacramento, California: California Association of Community Colleges, 1988), 1.

³³Sara Staff Jernigan, "Woman and the Olympics," Journal for Health, Physical Education, and Recreation 33 (April 1962): 35.

³⁴Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 226.

³⁵Warren Bennis, "Transformative Power and Leadership," in Leadership and Organizational Culture, ed. Thomas J. Sergiovanni and John E. Corbally (Chicago: University of Illinois Press, 1984), 66.

³⁶Dialog Information Services: ERIC, American History and Life, "Colleges and Universities: Physical Training, Sports and Women," Palomar College Library, by Dan Arenson, Librarian.

³⁷Dialog Information Services: Dissertation Abstracts: American History and Life Database, "Sports, Intercollegiate, Women," The University of San Diego, by Devon Millner, Reference Librarian.

³⁸Dialog Information Services: Dissertation Abstracts: American History and Life Database, "Community Colleges and Women's Athletics," The University of San Diego, by Devon Millner, Reference Librarian.

³⁹Manque Winters, Professional Sports: The Community College Connection (Los Angeles: Winmar Press, 1984), 49. See also: Patricia Romero Mendoza, "The History of Women's Sports at San Diego Mesa

College, 1964-1982" (Master's Thesis, San Diego State University, 1986), 8.

⁴⁰Ibid. See also #38.

⁴¹U.S. Department of Health, Education, and Welfare/ Office for Civil Rights, 1975, 2.

⁴²Warren Bennis, "Transformative Power and Leadership," in Leadership and Organizational Culture, ed. Thomas J. Sergiovanni and John E. Corbally (Chicago: University of Illinois Press, 1984), 66.

⁴³Sara Staff Jernigan, "Women and the Olympics," Journal for Health Physical Education and Recreation 33 (April 1962): 35.

⁴⁴Emmett A. Rice, John L. Hutchinson, and Mabel Lee, A Brief History of Physical Education (New York: Ronald Press, 1958), 79.

⁴⁵June A. Kennard, "The History of Physical Education," Signs 2 (Summer 1977), 837.

⁴⁶George MacGregor Burns, Leadership (New York: Harper and Row Publishers, 1978), 19.

⁴⁷William H. Freeman, Physical Education and Sport in a Changing Society (Minneapolis, Minnesota: Burgess Publishing Company, 1982), 15.

⁴⁸Robert Jenson, Report and Recommendations on Intercollegiate Athletics, (Sacramento, California: California Association of Community Colleges, 1988), preface.

⁴⁹Maura Conlisk, ed., "Statement of Policies and Procedures for Competition in Girls' and Women's Sports," Journal for Health, Physical Education and Recreation 28 (September 1957), 57.

⁵⁰Ibid.

⁵¹American Association for Health, Physical Education, and Recreation, AGWS Statement of Beliefs, (Washington, D.C.: The National Education Association, 1963), brochure.

⁵²Beverly L. Seidel and Matthew C. Resick, Physical Education: An Overview, 2nd ed., (Reading, Mass.: Addison-Wesley Publishing Company, 1978), 164.

⁵³Ibid.

⁵⁴George MacGregor Burns, Leadership (New York: Harper and Row Publishers, 1978), 19.

⁵⁵Charles A. Bucher, Foundations of Physical Education and Sport (St. Louis: The C.V. Mosby Company, 1983), 17.

⁵⁶William H. Freeman, Physical Education and Sport in a Changing Society (Minneapolis, Minnesota: Burgess Publishing Company, 1982), 6.

⁵⁷Seidel and Resick, 1978, 165.

⁵⁸Gregory R. Colfer and others, eds., Contemporary Physical Education (Dubuque, Iowa: Wm. C. Brown Publishers, 1986), 431.

⁵⁹Seidel and Resick, 1978, 165.

⁶⁰Ibid.

⁶¹U.S. Commission on Civil Rights, 1980.

CHAPTER 2

REVIEW OF LITERATURE

1800-1859

A review of the literature indicated that the history of the American woman in sport was more than a century old.¹ This placed the date for the beginning of the involvement of women in sport as during the mid-1800s.² Prior to this date women were spectators rather than participants.³ There were many reasons why women were denied active participation in sport activity and expected to be just a spectator.

One authority identified how society encouraged women to think of themselves as being too delicate to participate in activity. Spears reported: "Victorian women were described as delicate, not by nature, but by design... they accepted ill health as their lot."⁴

Besides being encouraged to think of herself as being physically unable to participate due to her delicate nature, women also had to deal with the way society expected them to dress. As Park stated even her clothing did not permit her to

engage in sport.

...her (woman's) range of activity and influence was increasingly confined to the home at the same time that her body was encased in whalebone corsets and layers of clothing which covered her from throat to floor.⁵

By 1848, a major event occurred which had a profound effect on the lifestyle of American woman.⁶ The passage of the Declaration of Sentiments and Resolutions Act in Seneca Falls, New York, gave women the rights and privileges which belonged to them as citizens.⁷ Park described this "New Woman" which embodied a new athletic zeal:

She rode a bicycle, played tennis or golf, showed six inches of stocking beneath her skirts, and loosened her corsets.⁸

As the image of women by society and among themselves changed, physical training, and later sport, became a more acceptable pastime.

Exercise or physical training was introduced in the colleges and universities to enable the students to maintain health, physical vigor and to withstand the stresses and rigors imposed on them due to their studies.⁹ It was the founders and presidents of the early institutions that first announced physical training for their female students.¹⁰

This physical training was often termed a "system" of gymnastics which was really a regime of individually prescribed exercises.¹¹ As stated in the Smith College Course of Study in 1875: "In addition to lectures on Physiology and Hygiene, regular exercises in the gymnasium and the open air will be prescribed...."¹² Thus, gymnastics was the first type of exercise to be accepted in the college physical education curriculum for women. Sports or organized competition was not a consideration because it was not yet an acceptable activity for women.¹³

Gradually, however, as women in society experienced the benefits of increased physical training, in the form of gymnastic exercise, sport began to be viewed as a more acceptable female activity. By the 1860s, "as sport began to be a viable form of activity for women in the larger social scene, it (sport) also was introduced to women in the colleges."¹⁴

1860-1899

From 1860 to 1900, certain women's colleges rapidly adopted sport into their curriculum.¹⁵ Gerber stated: "Contrary to popular opinion, competitive sport has been an integral part of the

college scene since the 1860s."¹⁶ In 1864, Mills College became the first college to offer sport as instruction for women.¹⁷ Other colleges promptly added sport to their curriculum including Vassar College in 1865, Wellesley College in 1874, and the Boston Normal School of Gymnastics in 1886.¹⁸ Spears also reported that sport was included in the very first curriculum plans at Vassar College, Wellesley College, and Goucher College.¹⁹

While sport was required at these women's colleges during the later part of the nineteenth century, it took a different form at other institutions of higher learning. Gerber found that intramurals were the first form of organized sport in the colleges that attracted both women and men.²⁰ Central to intramurals were club teams. The club system of sport competition brought men and women together in athletic activities that were popular at the universities.²¹

Following the club system, other forms of competition were introduced that provided separate sports for men and women. For the women in American colleges and universities, the institutions provided "intramurals, in the form of clubs, interclass, interdorm and sorority matches,

and extramurals, in the form of sports days, play days, interclass-interschool events, telegraphic meets, and, of course, varsity teams."²² An early example of women's extramural opportunities was at Vassar College where women were involved in baseball contests (1870s), a tennis tournament (1886), and a field day (1895).²³ Other institutions offered rowing, ice skating, and horseback riding. In fact by 1890, women had the opportunity to compete in fourteen sports at twenty different institutions around the country. These various activities for female students ranged from such low stress activities like walking to a very competitive activity like football.²⁴

Another sport which had a major historical significance was basketball. Basketball was a sport created for men by James Naismith in the latter quarter of the nineteenth century and had almost instantaneous appeal among college women.²⁵ Senda Berenson, director of gymnasia for women at Smith College, was responsible for introducing basketball to the physical education curriculum on the campus. She lead the way for other directors, such as Ballantine of Vassar College, and Hill of Wellesley College, to include basketball in their

curriculum.²⁶ Speaking about the value of basketball, Bersenson stated:

...directors of gymnasia for women saw at once that it was, perhaps, the game they were eagerly seeking, as it was interesting and had the potential to develop strength and physical endurance.²⁷

The first women's intercollegiate basketball game occurred in 1896 between the University of California at Berkley and Stanford University.²⁸ This was not only significant because it was a first contest, but it was also the first formal introduction of team sports for women into college and university activities. Prior to this, sport experience for women was of the individual sport type and reflected an activity of the upper classes and the larger social environment.²⁹

By 1899, the formation of a women's basketball committee was created to regulate this team sport in the colleges.³⁰ Authorities have described the introduction of basketball to women in colleges as completely changing their collegiate sport experience. Basketball quickly came the most predominant and popular sport in America for women by the close of the nineteenth century.³¹ Indeed, by 1895, twenty collegiate women's basketball teams existed in the country.³²

While sport assumed various forms for women by the close of the 1800s, it can best be characterized by its involvement in the higher education physical education programs and curriculum. The inclusion of sport into college and university activities increased the enthusiasm for sport and decreased the interest in the various systems of gymnastics.³³

1900-1909

By the turn of the century, the progress of sport and athletics for women could be characterized as proceeding with both enthusiasm and restraint. On the enthusiastic side, M.E. Ford wrote: "With the single exception of the improvement in the legal status of women, their entrance into the realm of sports is the most cheering thing that has happened to them in the century past...."³⁴

During the first decade of the 1900s, sport for women began to dominate the collegiate physical education curricula. Systems of gymnastics lost popularity while athletics, in a controlled form, gained acceptance.³⁵ The value of sport other than for health reasons was also being accepted.³⁶ The activities that were

offered included basketball, volleyball, field hockey, soccer, lacrosse, tennis and golf.³⁷ Track and field, however, had disappeared by the early 1900s. Other physical education courses often included were archery, fencing, swimming, rowing, crew and cycling.³⁸

However, the greatest variety of sports courses and opportunities for women occurred at the women's colleges in the east.³⁹ By 1907, the following women's colleges went on record with specific sport offerings: Wellesley College--lacrosse; Vassar College--field hockey; Smith College--volleyball; Bryn Mawr College--cricket, water polo, and soccer.⁴⁰ Indeed, "by the end of this early period, skilled women players were not uncommon. The major difference between sports for the non-college and college women were the vigorous team sports so dear to the college girls' hearts."⁴¹

The vigorousness of these team sports brought questioning of the value of team sports in the collegiate curriculum by many authorities. Some approached the topic with endorsement while others offered the rationale of control. Park described the positive side of the issue:

It became customary in the early 1900s for each college to hold a 'Field Day'---later a 'Field Week'---to culminate the year's athletic work. It was also permissible at these well-defined times to 'break previous records' and exalt and fete winners.⁴²

In comparison, other authorities claimed that athletics was acceptable only as long as the element of control pervaded.⁴³ Ballentine of Vassar College stated:

In colleges for women, where there is always more or less control over students, it ought not to be a difficult matter to regulate the management of athletics and eliminate the objectionable features...the making of records, while of some interest to the competitors, should be only secondary in importance.⁴⁴

Others opposed the inclusion of sports altogether. Lucille Eaton Hill, Director of Physical Training at Wellesley College, stated: "...fiercely competitive athletics have their dangers for women, but they develop manly strength. For women their dangers are greater, and the qualities they tend to develop are not womanly."⁴⁵

This more restrained view, concerning sport involvement for women, was even more negatively stressed by Dr. Luther Halsey Gulick. Dr. Gulick, a renowned physical educator, stated that the strenuous training of teams tends to be injurious to both mind and body of women.⁴⁶ Accordingly, Lucille Hill proposed a philosophy that eliminated

the emphasis on competition and instead stressed "the greatest good to the greatest number." This philosophy was adopted by many physical educators around the country.⁴⁷ Thus, the question of the value of athletics was the a central issue during this decade.⁴⁸

1910-1919

The next three decades found sporadic growth in women's collegiate athletics.⁴⁹ One authority has labelled this sporadic pattern as fluctuating rather than linear.⁵⁰ For example, although sports had been widely accepted in the physical education curriculum of colleges during the previous decade, there was now a reluctance within American society to fully endorse women's athletics. Perhaps the tone for this attitude was set in 1912 by Dr. Dudley Allen Sargent, director of the Hemenway Gymnasium at Harvard University. As the director of this renowned teacher training institution for physical educators, Dr. Sargent's views affected the national curricular trends. In an article about women's athletics he stated:

...sports broadened and strengthened women, making them more masculine physically, and only women with such acquired or else inherited masculinity could excel at men's sports. Since this was socially undesirable, women's sports should be modified versions of

men's: shorter and less strenuous, like the female body itself.⁵¹

This article also discussed what apparatus women in sports should use:

While there is some danger that women who try to excel in men's sports may take on more marked masculine characteristics...this danger is greatly lessened if the sports are modified so as to meet their particular qualifications.... In as much as the average woman is inferior to the average man in nearly all physical qualifications, all of the apparatus used...should be modified to meet her limitations....⁵²

His point of view gained wide acceptance among women physical educators and influenced their philosophy for decades.⁵³

Within the same year, Dr. Angenette Parry reported that, acknowledging the differences physiologically between the sexes, competitive athletics impeded childbearing in women.⁵⁴ She specifically stated that sports such as basketball, which was so popular at this time among the women in colleges and universities, be labeled an antagonistic sport with "opportunities for violent personal encounter...."⁵⁵ These articles and statements by the leading physical educators of the times had a profound affect upon many female physical educators. Because of their negative views, the desirability of organized

competition for females remained a major concern within their discipline.⁵⁶

By 1914, the increased need for the physical training of soldiers for World War I also had an effect upon women's sport. The Amateur Athletic Union was formed to provide increased competitive and strenuous activities for men. In 1914, the A.A.U. allowed women to have the first opportunity to participate as swimmers.⁵⁷ About this same time, President Arnold of the American Association for Health, Physical Education, and Recreation (A.A.H.P.E.R.) revived the Women's Section on sport under the direction of Gertrude Dudley, University of Chicago. This organization was to be used to unite women college teachers. However, the attempt failed as the women were not in philosophical agreement as to whether women should be involved in strenuous activities. It was not until 1920 that a College Women's Section was added to A.A.H.P.E.R.⁵⁸

As World War I continued, there was an increase in the numbers of sportswomen participating in the colleges.⁵⁹ Colleges continued to campaign for play days, instead of organized contests as a form of women's sport.⁶⁰ Entering the twenties, Hill, of Wellesley College,

reiterated her view concerning the danger of developing manly strength through competitive athletics and the evils of men's athletics.⁶¹ This proclamation was quickly followed by the denunciation of intercollegiate athletics by the Association of Directors of Physical Education for College Women.⁶²

1920-1929

The twenties have been characterized by historians as a period where women made great strides forward, both economically and educationally, and where they experienced increased leisure.⁶³ A major force in the social freeing of women during this time was cited by Gerber as the ratification of the Nineteenth Amendment to the Constitution of the United States granting women the right to vote. During the 1920s American society increased the number of women workers and students, the number of women living away from parental authority, the social freedom of women, and the presence of daring women characterized as "suffragettes and adventuresses".⁶⁴ A few of the famous role models in the sports world included Gertrude Ederle and Annette Kellermen in swimming followed by Helen

Wills in tennis.⁶⁵ Indeed, the 1920s for women was a time of freedom. Gerber further stated that women were given the "freedom to do what one wishes, freedom to be physically active, to compete, and to perform acts of strength and courage...."⁶⁶

Reflecting this new spirit, there was a growth of sports organizations and organized competition for women in the United States. There were also more national and international tournaments.⁶⁷ By 1922, the Amateur Athletic Union sponsored a girl's track and field team at the Olympic Games in Paris. Lee and Jernigan stated that this occurrence caused much speculation, "The storm clouds were blackened with horror and many words were said and written about this first Olympic venture for girls."⁶⁸ The result was the formation of the Women's Division of the National Amateur Athletic Federation (N.A.A.F.) under the direction of Mrs. Herbert Hoover in 1923. The purpose of this committee was "to establish principles for the wise selection, promotion, and supervision of women's sports".⁶⁹ The resolutions or creed which the committee adopted greatly affected the future of women's

sports and intercollegiate athletics in the United States. Gerber stated:

Although the creed did not call for an outright ban on intercollegiate competition, its stress on promoting programs in which all who desired could take part, rather than those which focused on the specialized training of a few, certainly made varsity sport inherently inappropriate.⁷⁰

The creed was endorsed by the Committee on Women's Athletics of the American Physical Education Association, the Association of Directors of Physical Education for Women in Colleges and Universities, the American Association of University Women, and the National Association of Deans' of Women. The result of the resolution had far-reaching, negative effects on the women's athletic programs in colleges and universities around the country.⁷¹

During this time, a schism occurred between sport for women in the larger social environment and sport for women in schools and colleges. As sport opportunities were increasing for women within American society, it was being circumscribed in colleges and universities.⁷² The creed by the N.A.A.F. was interpreted as "embodying negative attitudes toward competition and, within a few years, all forms of competitive sport for college women virtually disappeared".⁷³

This attitude toward competition existed into the middle of the twentieth century.⁷⁴

Thus, forces were at work to limit athletic competition for women. These elements included the influence of the creed, concern over the evils of men's athletics, social mores, and the views by Sargent and Hill in 1912 concerning female anatomy. As a result, women physical educators became powerful antagonists to high-level competitive sport for women.⁷⁵

This had a profound effect upon the athletic programs in colleges and universities. Historically, in many cases, men's athletics had been instituted by students without administrative sanction while women's athletics had developed in an educational context under the control of leaders in women's physical education.⁷⁶ There was an "unremitting opposition" and negative attitude by "the great masses of women physical educators" toward virtually all types of competition for women.⁷⁷ These attitudes prevailed at a time when proportionately more women than ever before entered college and earned baccalaureate and advanced degrees.⁷⁸ In 1923, Mabel Lee conducted a study to determine the status of intercollegiate athletics at junior

colleges, colleges and universities across the United States. Fifty institutions from twenty-three states responded indicating the undesirability of intercollegiate competition for college women.⁷⁹ Only twenty-two percent of the colleges reported having any extramural competition.⁸⁰

This change in philosophy of women's athletics in colleges and universities influenced the very structure of women's intercollegiate programs into the 1930s and well into the 1960s. The emphasis in intercollegiate athletics shifted away from competition and philosophically endorsed the views of the early 1900s. The form of women's sports shifted to an emphasis on play days which finally evolved into sports days.⁸¹ The philosophies of the day emphasized programs for the masses, i.e. "the greatest good for the greatest number" and "a girl for every sport - a sport for every girl." These slogans became the keynote concepts of the day.⁸² While this type of sport activity was endorsed by colleges and universities, women's sport in the larger social milieu was making greater progress.

By the late 1920s, women's sport in the social environment had greatly increased in terms

of the number of activities, the style of play, and the type of players. For example, there was a great increase in team sports such as basketball, softball and volleyball. There was also an increasing demand for such activities as badminton, bobsledding, diving, fencing, field hockey, figure skating, lacrosse, polo, sailboat racing, skiing, speedboat racing, speed skating, squash, and swimming. The style of play reported for these activities was far more vigorous and dangerous than ever before attempted by women. Also, sport participants no longer just came from the upper class but came from all strata of society.⁸³

At the conclusion of the 1920s, American women participated officially, for the first time, in track and field at the Olympic Games.⁸⁴ While at the same time, in 1929, the Women's Division of the N.A.A.F. and A.A.H.P.E.R. announced their disapproval of this type of competition for girls and women in the Olympic Games. However, just as sharp contrasts were to be seen in economic and global matters in the next decade, similar sharp patterns of extreme points of view occurred in the world of women's sport.

1930-1939

The 1930s opened with Mabel Lee elected as the first woman president of the American Association for Health, Physical Education, Recreation and Dance (A.A.H.P.E.R.D.).⁸⁵ By 1932, A.A.H.P.E.R.D. had approved the existence of the National Section on Women's Athletics which represented a sharp departure in educational philosophy from the stance of the 1920s. Other positive steps were taken toward emphasizing women's competitive experiences. The National Amateur Athletic Federation and the Association of Directors of Physical Education for Women in Colleges and Universities reversed their earlier position that women should not participate in competitive sports and stated that women should be included in the Olympic Games.⁸⁶ Babe Dedrickson excelled in the world of sport at this time and provided a role model for American sportswomen. While all of these positive steps were being taken on behalf of women, certain reports were published that indicated that there was still a sharp contrast in the attitudes between different groups in the thirties.

Mabel Lee, President of A.A.H.P.E.R.D., reported that varsity competition in colleges and

universities had dropped from 22% in 1923 to 12% in 1930.⁸⁷ Indeed, one contemporary authority reports that the 1930s was a time of complete disapproval of varsity competition for women and the word competition became a dirty word among physical educators.⁸⁸ This group was in marked contrast to international competitive bodies and represented a time of conflict in women's athletics.

Researchers, physical educators, and administrators felt that competition placed undue stress upon girls and women. Miss Ethel Perrin, Chairman of the Excellence Committee of the Women's Division of N.A.A.F., expressed the concerns that "...under prolonged and intense physical strain (during competition), a girl goes to pieces nervously."⁸⁹ Other negative connotations appeared that labeled competition for women unladylike and masculine.⁹⁰ The prevailing mood of the times, then, can be summarized by the conditions under which college competition occurred:

If games are absolutely impromptu and informal...
 If all emphasis is placed on the social...
 If there is no announcement of scores...
 If there is no preliminary practice...
 If basketball is eliminated.⁹¹

The result of this emphasis was the complete rejection of competition and the promotion of play days and sports days for women.⁹²

From 1935 to 1940, play days were the preferred type of activity in schools. However, in the colleges the club system, which brought men and women together in activities, was the new and accepted form of coeducational sport.⁹³

By the close of the 1930s, the philosophy of "a game for every girl and a girl for every game" dominated the higher educational scene.⁹⁴ In the larger social environment of the country, however, a radical change began to appear that actually provided for the growth of professional play among women in sports.⁹⁵

1940-1949

During the early 1940s World War II occupied much of the interests and concerns of the nation. The war served to change the social role of women into one of sharing equal responsibility with men.⁹⁶ In the world of sport, there was an increase in active participation by women.⁹⁷ The effect of this societal change was clear in the attitude of physical educators toward sport. They now found that intercollegiate competition for

women was more acceptable.⁹⁸ However, competition was only permitted under the auspices of the Division of Girls and Womens Sports, a part of A.A.H.P.E.R.D.⁹⁹

An example of this needed stamp of approval was a national collegiate golf tournament directed by Gladys Palmar and held at Ohio State in 1940. Considered a ladylike sport, this golf tournament could only have been conducted after receiving the endorsement of three national governing bodies--- the Division of Girls' and Women's Sports (D.G.W.S.), the National Association for Physical Education of College Women (N.A.P.E.C.W.), and the Athletic and Recreation Federation of College Women (A.R.F.C.W.).¹⁰⁰ To make it easier to gain the needed official approval to conduct events such as this, these three groups later formed the National Joint Committee on Extramural Sports for College Women (N.J.C.E.S.C.W.).¹⁰¹

With the ending of World War II, intercollegiate sport for women gradually shifted back to the play days and then to the sports days. As Coffey reported: "The play day...was being replaced in popularity by the sports day. The sportswoman enjoyed playing against girls from other schools, but she was well aware that no

championship was involved."¹⁰² By the close of the 1940s, the colleges and universities remained committed to participating in playdays. The philosophy of "a sport for every girl and every girl in a sport" continued to thrive in institutions of higher learning and was carried over into the 1950s.¹⁰³

1950-1959

The beginning of the latter half of the twentieth century brought continued opposition to varsity programs by women's physical educators. Gerber stated: "they did little to promote it and much to oppose it."¹⁰⁴ By 1951, only 28% of the colleges surveyed had varsity teams.¹⁰⁵ A contemporary authority reported that while physicians claimed that women were physically able to compete in strenuous male sports, social mores of the times forbid their participation....¹⁰⁶ Ley concurred with this point of view when she stated that: "since 1955, research indicates that women's special needs may be more closely related to cultural and social expectations than to physiological and psychological characteristics inherent in females."¹⁰⁷ By the middle of the 1950s play days, sports days and telegraphic meets

remained as the principal and accepted form of sport. In fact, intercollegiate or interscholastic sport should only be offered "when it does not interfere with the intramural or extramural programs".¹⁰⁸ By 1957, D.G.W.S., one of the chief governing bodies of girls' and women's sports in the country, issued a statement on competition reiterating the fact that participation in sports is "the privilege of all, regardless of skills."¹⁰⁹ In addition, D.G.W.S. stated that "limiting participation in competitive sports to a few highly skilled deprives others of the many different kinds of desirable experiences...."¹¹⁰ Furthermore, the directions from D.G.W.S. stated that control of competitive programs should remain within the women's physical education departments.

Despite this dominating philosophy, sport for women began to change in terms of the types of competition available and the organization of programs.¹¹¹ For various organizational reasons, sport for women in colleges began to be altered. Gerber reported a "boom phase" in colleges characterized by more intercollegiate sport and control taken over by central administrative authority.¹¹² By 1958, the National Section on

Girls' and Women's Sports became part of A.A.H.P.E.R. and the N.J.C.E.S.C.W. was formed.¹¹³ The latter body announced tenets that would have far-reaching implications for women's sports in the future. The N.J.C.E.S.C.W. stated that:

1. Sports were taking an increasingly important place in our changing culture;
2. It was acceptable for a girl or woman to have a high level of skill in sports;
3. Leadership was the most essential factor affecting the value of an extramural sport experience....;
4. College staffs and students should make a strong effort to provide broad opportunities for their college women on a high skill level.¹¹⁴

In a departure from tradition, D.G.W.S. announced that "it is considered desirable that opportunities be provided for the highly skilled... as long as control was determined by the women's physical education departments."¹¹⁵ Gerber reported that this was a modification of a twenty-four year old stance by D.G.W.S.¹¹⁶ As the 1950s came to a close, various organizations were changing the administration and policies of women's athletics which were to affect the role, the status and the form of sport for women in this country.

1960-1969

The role and the status of sport for women in the 1960s and 1970s was summed up by Boutilier:

"...in no other era have so many women participated in so many sports at so many levels of organization with such widespread society acquiescence and approval".¹¹⁷ Gerber concurred when she stated that the changes during this decade are a direct result of the new attitudes toward women and their new roles.¹¹⁸ Perhaps, as Boutilier suggested, another reason for the attitudinal change was the feminist revolution of the sixties and seventies. For whatever the reason, more women were participating in sport with less need for apologies than ever before.¹¹⁹ This was especially true for the highly skilled athlete who was becoming accepted. Phoebe Scott, renowned physical educator, stated:

Whether we like it or not, we have educated a whole generation of women to believe that somehow there was something slightly evil or immoral in competition for the highly skilled girl. The time has come to decide if the highly skilled girl is our responsibility.¹²⁰

The issue of the skilled athlete reached some resolution in 1963 when D.G.W.S. issued its Statement of Policies toward competition. In a

major departure from their 1957 position, D.G.W.S. stated: "In colleges and universities, it is desirable that opportunities be provided for the highly skilled beyond the intramural program...."¹²¹ Furthermore, all statements concerning the precedence of intramural programs over intercollegiate programs was removed from the resolution.¹²² This philosophy was taken to heart so that, by the mid-1960s, there were 16,000 intercollegiate women athletes in this country.¹²³ Other authorities went further and supported the idea that there was a need to provide extra opportunities for the highly skilled girl with a view toward the participation in the Olympics.¹²⁴

In 1962, Katherine Ley, chairman of the Commission of Intercollegiate Athletics for D.G.W.S. announced the promotion of all sports for girls and women in order to have the best women for the Olympic Games.¹²⁵ Perhaps this new philosophy was motivated by the achievements of Wilma Rudolph in 1960 who became the first American woman to win three Olympic Gold Medals.¹²⁶ Or, perhaps it was the addition of members of the national board of the D.G.W.S. to the Women's Olympic Advisement Committee. Thelma Bishop of Michigan State University and Sara

Jernigan of D.G.W.S. were named to serve in these capacities.¹²⁷ Soon, other organizational structure changes for women's athletics emerged.

By 1963 the National Joint Committee on Extramural Sports for College Women issued two statements regarding the organization and control of women's athletics:

1. The amount and kind of intercollegiate competition should be determined by the women's physical education department;
2. The financial arrangements should be administered with the approval of the women's physical education department.¹²⁸

A year later, the National Association of Physical Education for College Women requested that the National Collegiate Athletic Association (N.C.A.A.) take a stand in governing men's sports only, which they did.¹²⁹

In 1965, the N.J.C.E.S.C.W. voted to delegate its authority to D.G.W.S. of A.A.H.P.E.R. which formed a division known as the Commission on Intercollegiate Sports for Women.¹³⁰ Also in 1965, D.G.W.S. announced a policy on competition for girls and women in colleges and universities. This governing body declared that a student may not participate as a member of an intercollegiate team and at the same time be a member of a team in the same sport outside her institution.¹³¹

Another example of limitations imposed on women's collegiate sport included the fact that women could not find a television network to broadcast the first national collegiate basketball championships.¹³²

In 1967, the C.I.S.W. became known as the Commission on Intercollegiate Athletics for Women (C.I.A.W.) and forged ahead under the leadership of Katherine Ley.¹³³ Their purposes centered upon the encouragement of intercollegiate competitive events and tournaments involving junior colleges, four-year colleges and universities.¹³⁴ This represented progress as "no organization prior to this existed which guided and controlled intercollegiate programs for women at the college level."¹³⁵ By 1969, the C.I.A.W. announced the first three national intercollegiate championships for women in golf, gymnastics, and track and field.¹³⁶ Although women in sport were developing rapidly during the sixties with views toward participation in the Olympics, sport still had its limitations.

Many physical educators felt that only ladylike sports should be promoted.¹³⁷ While evidence exists that indicates that the 1960s imposed various restrictions on women's

intercollegiate athletics, this decade should be remembered as one that provided for massive changes in college programs with more women athletes participating in more activities on more levels than at any time in United States history.

1970-1972

The decade of the seventies can be remembered as one that provided phenomenal growth in women's intercollegiate sports as well as the attempt at some type of equality with the men. Park stated that it was not until the 1970s that anything even beginning to resemble equality with men became available for women.¹³⁸ Another authority cited three powerful elements of society at work during this time which could account for these changes and growth in women's athletic experiences.

1. Legislation passed including the Higher Education Act and the Equal Rights Amendment;
2. Media attention finally turned toward women athletes;
3. Expansion in socially accepted aspects of women's roles.¹³⁹

Because of these elements of change, the women's national intercollegiate organization was changed in order to meet these demands. The Commission on Intercollegiate Athletics for Women was replaced by the Association of Intercollegiate

Athletics for Women (A.I.A.W.). At the inauguration of A.I.A.W. this new organization announced three purposes:

1. Granting approval for intercollegiate athletic events;
2. Providing new organizational patterns for athletic programs that meet the unique needs of college women;
3. Sponsoring national championship competition for college women.¹⁴⁰

By 1972, the A.I.A.W. sponsored the first national collegiate championships for women in golf, gymnastics, track and field, badminton, swimming and diving, volleyball, and basketball.¹⁴¹ In addition to these championships, the A.I.A.W. reported an increase in member schools from 301 to 843.¹⁴² As has been previously stated, this growth of intercollegiate athletics was phenomenal.¹⁴³ The growth in the number of women athletes in educational institutions from the mid-sixties into the early seventies rose from 16,000 athletes to 64,000 athletes.¹⁴⁴ These facts indicate a radical change in the posture of women's athletics in the United States in terms of growth, rapid rate of change, and in equality between the sexes.¹⁴⁵ No where else is this better illustrated than in the passage of Title IX of the Educational Amendments

Act. Because of this legislation, women's intercollegiate programs grew enormously.¹⁴⁶

In conclusion, sport for women in this country over the past 150 years reflected changes in the role, the form, and the opportunities of sport. As one authority stated: "Liberation and change are the energies that light women's lives... it is fervently hoped that society is granted the wisdom to use this energy wisely."¹⁴⁷

The questions posed by this research are developed around the relationship of women's intercollegiate athletics in community colleges to the founders and leaders of successful women's athletic programs in those institutions. Were leaders present at each of the six community colleges studied? Is there any correlation to the historical data concerning women's athletics of past decades, i.e. in colleges and universities? Are there outstanding leadership traits which can be demonstrated where successful program in community colleges existed? These and other questions can be answered by discovery and research of historical data.

NOTES

¹Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company, 1974), 3.

²Ibid., 52; 56. See also Roberta J. Park, "From 'Fair Sex' to Feminism: Sport and the Socialization of Women in the Industrial and Post-Industrial Eras," in Sport, Gender and Society in a Translantic Victorian Perspective, ed. J. A. Mangan and Roberta J. Park (London, England: Frank Cass and Company Limited, 1987), 65.

³Gerber, 23.

⁴Betty Spears, "Prologue: The Myth," in Women and Sport: From Myth to Reality, ed. Carole A. Oglesby (Philadelphia: Lea and Febiger, 1978), 27.

⁵Park, 62.

⁶Gerber, 19.

⁷Ibid., 80.

⁸Park, 67.

⁹Ibid., 49. See also Spears, 38.

¹⁰Gerber, 49.

¹¹Park, 47.

¹²Gerber, 50.

¹³Ellen Gerber, "The Changing Female Image: A Brief Commentary on Sport Competition for Women," Journal for Health, Physical Education and Recreation 42 (October 1971): 60.

¹⁴Gerber, American Woman, 50.

¹⁵Gertrude Dudley and Frances A. Kellor, Athletic Games in the Education of Women (New York: Henry Holt and Company, 1909), 99. See also Stephanie L. Twin, Out of the Bleachers (Old Westbury, New York: The Feminist Press, 1979), xxiii. See also Park, 84.

¹⁶Gerber, American Woman, 56.

¹⁷Ibid., 52.

¹⁸Spears, 27. See also Park, 77.

¹⁹Ibid., 30.

²⁰Gerber, American Woman, 58.

²¹Spears, 35.

²²Gerber, American Woman, 56.

²³Ibid., 58.

²⁴Spears, 31.

²⁵Park, 86. See also Emmett A. Rice, John L. Hutchinson, and Mabel Lee, A Brief History of Physical Education (New York: Ronald Press, 1958), 257.

²⁶Spears, 35.

²⁷Park, 86.

²⁸Gerber, American Woman, 62.

²⁹Ibid., 4. See also Twin, xxiii.

³⁰Katherine Ley and Sara Staff Jernigan, "Roots and the Tree," Journal for Health, Physical Education and Recreation 33 (September 1962): 34.

³¹Richard A. Swanson, "From Glide to Stride: Significant Events in a Century of American Women's Sport," in Women's Athletics: Coping with Controversy, ed. Barbara Hoepner (Washington, D.C.: The American Association for Health, Physical Education and Recreation Publications, 1974), 47. See also Park, 58. See also Gerber, The Female Image, 60.

³²Spears, 33.

³³Ibid., 26; 31; 36. See also Twin, xxiii. See also Park, 84. See also Gerber, American Woman, 62.

³⁴Gerber, American Woman, 21.

³⁵Ibid., 27; 38. See also Mabel Lee and Bruce L. Bennett, "A Time for Athletics and Dancing: 1900-1915," Journal for Health, Physical Education and Recreation 31 (April 1960): 38. See also Resick and Erickson, 14. See also Gerber, American Woman, 56.

³⁶Ibid., 38.

³⁷Gerber, American Woman, 54.

³⁸Ibid., 56; 52.

³⁹Rice, Hutchinson, and Lee, 57. See also Dudley and Kellor, 99.

⁴⁰Ibid., 258.

⁴¹Spears, 38.

⁴²Park, 87.

⁴³Resick and Erickson, 14. See also Gerber, American Woman, 48.

⁴⁴Ibid., 14.

⁴⁵Ibid., 69. See also Matthew C. Resick and Carl E. Erickson, Intercollegiate and Interscholastic Athletics for Men and Women (Reading, Mass.: Addison Wesley Publishing Company, 1975), 13.

⁴⁶Ibid., 71.

⁴⁷Spears, 13.

⁴⁸Ibid., 14. See also Lee and Bennett, 39. See also Gerber, American Woman, 54.

⁴⁹Resick and Erickson, 14.

⁵⁰Mary A. Boutilier and Lucinda San Giovanni, The Sporting Women (Champaign, Il.: Human Kinetics Publishers, Inc., 1983), 35.

⁵¹Twin, xxv.

- 52Ibid., 59.
- 53Ibid.
- 54Ibid., 52.
- 55Ibid., 58.
- 56Swanson, 48.
- 57Gerber, American Woman, 88.
- 58Lee and Bennett, 54.
- 59Gerber, American Woman, 19.
- 60Twin, xxvii.
- 61Gerber, American Woman, 69.
- 62Spears, 11.
- 63Gerber, American Woman, 18. See also Spears,
13.
- 64Ibid., 18.
- 65Spears, 14.
- 66Gerber, American Woman, 18.
- 67Ibid., 6.
- 68Resick and Erickson, 14.
- 69Swanson, 49.
- 70Gerber, American Woman, 73.
- 71Ibid. See also Resick, 14.
- 72Ibid., 6.
- 73Ibid., 73.
- 74Ibid., 74. See also Leona Holbrook, "Women's Participation in American Sport," in Athletics in America, ed. Arthur Flath (Corvallis, Oregon: Oregon State University Press, 1972), 50.
- 75Kennard, 842.

⁷⁶Ibid.

⁷⁷Gerber, American Woman, 38; 65. See also Kennard, 841. See also Holbrook, 50.

⁷⁸Ibid., 18.

⁷⁹Holbrook, 49.

⁸⁰Swanson, 49.

⁸¹Spears, 11. See also Holbrook, 48. See also Lucille Magnusson, "The Development of Programs," in Women's Athletics: Coping with Controversy, ed. Barbara Hoepner (Washington, D.C.: The American Association for Health, Physical Education and Recreation Publications, 1974), 55.

⁸²Magnusson, 55.

⁸³Gerber, American Woman, 6.

⁸⁴Margaret A. Coffey, "Sportswoman, Then and Now." Journal for Health, Physical Education and Recreation 36 (February 1965): 41.

⁸⁵Lee and Bennett, 66.

⁸⁶Holbrook, 51.

⁸⁷Mabel Lee, "The Case for and against Intercollegiate Athletics for Women and the Situation since 1923," Research Quarterly 2 (May 1931): 122. See also Swanson, 49.

⁸⁸Magnusson, 55.

⁸⁹Swanson, 50.

⁹⁰Boutilier and San Giovanni, 179. See also Spears, 13. See also Gerber, The Female Image, 60.

⁹¹Gerber, The Female Image, 60.

⁹²Lee, 124. See also Resick and Erickson, 16. See also Spears, 13.

⁹³Gerber, American Woman, 8.

⁹⁴Boutilier and San Giovanni, 179.

- ⁹⁵Gerber, American Woman, 8.
- ⁹⁶Coffey, 41.
- ⁹⁷Ibid., 50.
- ⁹⁸Gerber, The Female Image, 60.
- ⁹⁹Ibid., 61.
- ¹⁰⁰Magnusson, 155.
- ¹⁰¹Ibid., 56.
- ¹⁰²Coffey, 50.
- ¹⁰³Spears, 13.
- ¹⁰⁴Gerber, American Woman, 66.
- ¹⁰⁵Ibid.
- ¹⁰⁶Lee C. Deighton, ed., The Encyclopedia of Education (U.S.A.: The Macmillan Company, 1971), 374.
- ¹⁰⁷Katherine Ley, "D.G.W.S. National Collegiate Athletics Championships for Women," Journal for Health, Physical Education and Recreation 39 (February 1968): 374.
- ¹⁰⁸Gerber, American Woman, 74.
- ¹⁰⁹Maura Conlisk, ed., "Statement of Policies and Procedures for Competition in Girls' and Women's Sports," Journal for Health, Physical Education and Recreation 28 (September 1957): 57.
- ¹¹⁰Gerber, American Woman, 740.
- ¹¹¹Ibid., 68.
- ¹¹²Ibid.
- ¹¹³Ley and Jernigan, 34. See also Resick and Erickson, 17.
- ¹¹⁴Sara Staff Jernigan, "Women and the Olympics," Journal for Health, Physical Education and Recreation 33 (April 1962): 35.
- ¹¹⁵Conlisk, 58.

- 116Gerber, American Woman, 75.
- 117Boutilier and San Giovanni, 25.
- 118Gerber, American Woman, 23.
- 119Boutilier and San Giovanni, 36.
- 120Joan S. Hult, "National Association for Girls and Women in Sport: 1960-1985," Journal for Health, Physical Education, Recreation and Dance 56 (April 1985): 114.
- 121Gerber, American Woman, 75. See also Jernigan, 58.
- 122Ibid.
- 123R. Vivian Acosta and Linda Jean Carpenter, "Women in Athletics- A Status Report," Journal for Physical Education, Recreation and Dance 56 (August 1985): 30.
- 124Phebe M. Scott and Celeste Ulrich, "Commission on Intercollegiate Sports for Women," Journal for Health, Physical Education and Recreation 37 (October 1966): 76.
- 125Hult, 114.
- 126Swanson, 52.
- 127Jernigan, 58.
- 128American Association for Health, Physical Education and Recreation, "Statement of Policies and Competition in Girls and Women's Sports," Journal for Health, Physical Education and Recreation 34 (September 1963): 31.
- 129Holbrook, 55.
- 130Scott and Ulrich, 75.
- 131Gerber, American Woman, 48.
- 132Swanson, 52.
- 133Joanne Thorpe, "The Relationship of D.G.W.S. to A.I.A.W.," in Women's Athletics: Coping with Controversy, ed. Barbara Hoepner (Washington, D.C.: The

American Association for Health, Physical Education and Recreation Publications, 1974), 61. See also Magnusson, 56. See also Gerber, American Woman, 88.

¹³⁴Ley, 25. See also Gerber, American Woman, 75.

¹³⁵Magnusson, 71.

¹³⁶Resick and Erickson, 17.

¹³⁷Ibid., 52.

¹³⁸Park, 87.

¹³⁹Carole Oglesby, "Future Directions and Issues," in Women's Athletics: Coping with Controversy, ed. Barbara Hoepner (Washington, D.C.: The American Association for Health, Physical Education and Recreation Publications, 1974), 64.

¹⁴⁰Ley, 377.

¹⁴¹Magnusson, 71. See also Resick and Erickson, 17.

¹⁴²Boutilier and San Giovanni, 178.

¹⁴³Magnusson, 71. See also Asa S. Knowles, ed. The International Encyclopedia of Higher Education (San Francisco: Jossey-Bass Publishers, 1977), 3938.

¹⁴⁴Acosta and Carpenter, 30.

¹⁴⁵Park, 87. See also Knowles, 3938.

¹⁴⁶Hult, 115.

¹⁴⁷Oglesby, Future Directions, 68.

CHAPTER III

METHODOLOGY

The methodology chosen to trace the development of athletics for women at the community college level in San Diego County was the historical approach.

THE HISTORICAL METHOD

Borg and Gall have described historical research as the "systematic search for documents and other sources that contain facts relating to the historians questions about the past."¹ Carr interpreted the historical method as "...a continuous process of interaction between the historian and the facts, an unending dialogue between the present and the past."² The historian, then, has reconstructed the past from the data obtained and from historical record. Through the historical approach, the researcher has learned from past discoveries, identified needs for educational reform and predicted future trends.³ Gottschalk provided three additional elements that are essential to the historical approach. These suggested elements have been used to strengthen the historical methodology

In this study:

1. the collection of the surviving objects and of the printed, written, and oral materials that were relevant;

2. the extraction from the authentic material of testimony that was credible;

3. the organization of that reliable testimony into a meaningful narrative or exposition.⁴ Through adherence to these rules, "historians can be not only scientific in their method of extracting elementary data but they may also aim at a scientific procedure in putting the data together."⁵

Gottschalk provided a four-step process of putting the data together. This procedure included:

1. the selection of a subject for investigation;
2. the collection of probable sources of information on that subject;

3. the examination of these sources for genuineness;

4. the extraction of credible particulars from the sources.⁶

LIMITATIONS OF THE HISTORICAL METHOD

The writer must be concerned with both external criticism, meaning the genuineness of documents, and internal criticism, dealing with the trustworthiness of

statements.⁷ A further consideration has been the historical composition of information, "namely the synthetic and constructive process."⁸

Another concern in historical research has been the generalizability of the research in "interpretation of historical evidence relating to a single individual."⁹ The historian must also be aware of causal inference or "the process of reaching the conclusion that one set of event brought about, directly or indirectly, a subsequent set of events."¹⁰

Finally, the historian must utilize oral history with prudent care, "scrutinizing field tapes and notes with regard to contextual problems"¹¹ and authenticity of sources.¹²

LIMITATIONS OF THE STUDY

The study was limited to the time period of 1955 to 1972. Palomar College was the first of the six community colleges in San Diego County to begin a women's athletic program. Therefore, this research began with the founding of the Palomar College women's athletic program in 1955.

In 1972, Title IX was passed by the Congress of the United States which prohibited sex discrimination in Federally-assisted education programs.¹³ This

federal legislation attempted to address the disparity in funding between men's and women's athletic programs in the United States. Title IX changed the scope and financial support for women's athletics and clearly began a new era of women in sports. Therefore, to keep the scope of this research within the boundaries needed for the depth of an historical study, this research concluded with the passage of Title IX.

The research was limited to six of the eight community colleges located in San Diego County. Two community colleges, Miramar and Cuyamaca, have been excluded because they did not have women's intercollegiate athletic programs between 1955 and 1972 when this research was conducted. Within this time frame, the study identified the specific sports conducted in women's athletics at each of the six community colleges in San Diego County.

Interviews were scheduled with those individuals who served as women's athletic directors, physical education department chairperson's, coaches and faculty members in the six community colleges of San Diego County from 1955 to 1972.

Another limitation was that the researcher had been employed by Palomar College for the past sixteen years and had served as a physical education instructor, head women's tennis coach, and athletic

director during that time. In these capacities, the researcher was personally acquainted with many of the individuals to be interviewed at the colleges. Although bias may occur, every attempt was made to be objective so that an accurate historical record could be acquired.

Careful attention to a rigorous mapping procedure of key events was utilized by the researcher so that the facts gathered could be told in a historical account of what happened in the past.¹⁴ This helped to provide objectivity to the study.

THE SAMPLE

The sample included teachers, coaches, physical education directors and athletic directors who initiated or developed women's athletic programs from 1955 to 1972 at Grossmont College, Mira Costa College, Palomar College, San Diego City College, San Diego Mesa College, and Southwestern College. The subjects in this study were chosen specifically for their background and knowledge of this area.

COMMUNITY COLLEGES

Community colleges were conceived and developed to meet the local educational needs of various California communities. They were created by legislation passed

by the California State Legislature in March 1907 and, in 1910, the first community college opened its doors in Fresno, California.¹⁵

The community colleges chosen for this research were the institutions which had women's athletic programs in San Diego County before the passage of Title IX in 1972. Six community colleges met this criteria: Grossmont, Mira Costa, Palomar, San Diego City, San Diego Mesa and Southwestern.

DEVELOPMENT OF THE DATA

Background research was initially conducted in order to determine key events in women's athletics and to establish a historical baseline for each of the community colleges in this study. Six community colleges in San Diego County offered women's intercollegiate athletics at the time this research was conducted and provided the research information for this study. They included: Grossmont, Mira Costa, Palomar, San Diego City, San Diego Mesa and Southwestern.

Three types of historical sources were utilized for this study: documents, quantitative records and oral records.¹⁶ Data collection included the use of the following types of specific sources:

- (1) College newspapers:

- a. Grossmont College- The Griffin
 - b. Mira Costa College- The Chariot
 - c. Palomar College- The Telescope
 - d. San Diego City College- The Tecolote.
The Fortnightly
 - e. San Diego Mesa College- The Mesa College
News. The Mesa Review. The Daily
Olympian. and The School Paper
 - f. Southwestern College- The Athapascan
- (2) Community newspapers such as The Times
Advocate;
 - (3) School annuals or yearbooks;
 - (4) Accreditation reports;
 - (5) Governing board minutes;
 - (6) Faculty manuals;
 - (7) College course schedules and calendars;
 - (8) Physical education minutes and records;
 - (9) Athletic records;
 - (10) Athletic committee minutes;
 - (11) Scrapbooks;
 - (12) Special Collections.

Some of these materials were obtained at the libraries located at each campus. Other materials were available through different offices on each campus such as the records office, the admissions office or the

President's office. Using these sources as a mapping technique, key events and dates were recorded.

INTERVIEWS

Oral history, one of the optimal types of primary sources, was utilized for this investigation. Sitton defines oral history as "the process of interviewing living historical informants to record the remembered past for posterity."¹⁷ Oral history is important for this particular study because of the lack of written information in data bases and at the various institutions. Lee Samuel Vokes, a noted historian, investigated the history of the California Association of Community Colleges for the Commission of Athletics. Vokes supports the importance of tracing heritage using oral histories because records have been lost, thrown away as being meaningless or not kept in a specific place for future historical use.¹⁸

The subjects were contacted by letter (see Appendix 1) and by phone and an explanation given concerning the nature of the research topic. The subjects were sent the Consent Form of Human Subjects, required by the Graduate Office of the University of San Diego, with a stamped envelope to sign and send back to the researcher. Blank tapes were sent to each

subject so that the subject could begin a self-taping process of recording events which were basic to what historically occurred at each institution. Subjects were encouraged to gather original documents that they might have saved.

An interview guide utilizing the research and topical questions was developed using key topics as markers to help guide the interview process during the gathering of the individual oral histories (see appendix 2). The interview was structured by the guide but followed the form of an open-ended format similar to a normal conversation in order to relax the subjects and obtain as much information as possible. As stated by Gluck: "The best oral history is a quasi-monologue on the part of the interviewee which is encouraged by approving nods, appreciative smiles, and enraptured listening and stimulated by understanding comments and intelligent questions."¹⁹ (1984, p.231).

Individual interviews were used to record oral histories at each institution. The subjects for the interviews included those individuals who were coaches of women's athletics, physical educators and women's athletic directors at the six community colleges between 1955-1972. The following individuals were interviewed:

- (1) Dorothy Arnold (Grossmont College)

- (2) Mildred Ayers (Palomar College)
- (3) Gay Cox (Grossmont College)
- (4) Carroll Hauenstein (Southwestern College)
- (5) Betty Hock (San Diego City College)
- (6) Viola Jeffery (Palomar College)
- (7) Gloria Johnson (Southwestern College)
- (8) Mary Jane Komisarck (San Diego Mesa College)
- (9) Eve Lill (San Diego Mesa College and Grossmont College)
- (10) Gail Prentiss (Mira Costa College)
- (11) Donna Reiser (Palomar College)
- (12) Jean Sprunt (San Diego State University and Grossmont College)
- (13) Loretta Taylor (Southwestern College)

The interview date was set and the interviewer proceeded to a predetermined meeting place for the interview by the researcher. The entire interview was recorded on a tape recorder. The interview was semi-structured using the focused interview approach. "The focused interview technique was used because the limits of relevance are largely self-defined for the interviewee by prior analysis of the situation in which subjects have been involved...."²⁰ Since this was descriptive type of research, the only measures that were used were the questions asked of the subjects (see

Appendix 3). There was not a pre-determined interview length since the time varied according to the experiences of each subject. At the conclusion of each interview, the interviewer recorded, through tape recordings, impressions or thoughts that were pertinent to the interview.

DATA GATHERING

The interviewer then began the process of transcribing the tapes in order to reconstruct the history in a chronological and thematic order. The results of these interviews were carefully analyzed and scrutinized utilizing the other verifying sources such as newspaper clippings, catalogues and minutes of meetings for further validation. At the conclusion of this process, the interviewer transcribed each tape verbatim.

In order to verify the accuracy of the transcriptions that the researcher recorded from these tapes, every fifth tape was reviewed by an independent party. Dr. June T. Scopinich, who has been Dean of Physical Education/Athletics at Southwestern College, provided this needed task in order to insure both acceptable internal validity and reliability for the study.

DATA ANALYSIS

Throughout the process of data gathering and data analysis, care was taken for external criticism or authenticity; (ie. to obtain as many original copies as possible) and, for internal criticism or credibility, (ie. to watch for the accuracy and worth of the statements).²¹ Through systematic research involving oral histories, documents, and records, it was believed that this research would provide a greater understanding of the past development of women's athletics and would help determine the directions of women's athletic programs at the community colleges in the present and in the future.

Using the historical method, the beginnings of the women's athletic programs were traced at each of the six community colleges in San Diego County. This research process yielded information about the individuals involved in the women's athletic programs from 1955-1972 who were the founders, developers, and leaders of these programs. During the writing of the research, the five characteristics proposed by Bennis²² were used for analysis to determine the type of leadership exhibited at each college. A table has been included in each chapter about community colleges to clarify for the reader the events that were happening

at each institution. A table, included in the conclusion chapter, has also been developed to indicate the budgetary amounts for each community college that were involved during the period of this research.

Each chapter was divided, as appropriate, into four subsections as follows:

1. The Informal Period - began with the hiring of the first full-time woman physical educator at each college and the beginning stages of the development of the women's athletic program.

2. The Structural Period - started with the hiring of another full-time woman physical educator and/or being paid as a Women's Recreation Advisor. This period was marked by the continued building of the women's athletic department.

3. The Realization Period - began with the development of the first women's intercollegiate teams at the college and continued through 1972. This period marked the fulfillment of the women coaches aspirations of establishing an intercollegiate program.

4. The Formal Period - started with the membership in the San Diego Women's Intercollegiate Athletic Board Conference and constituted the formalization of women's community college athletics in San Diego County. This period continued through 1972.

Following each period, within the individual chapters representing each college, dates were indicated to illustrate the length of the time periods. A table has been provided in the conclusion chapter to indicate these periods and dates. The order in which these periods occurred at each college did vary according to the situation and the conditions present at each institution. Often there was an overlap in some of these periods of time because of the true nature of the development of history. While, at other institutions, each of the four periods were not represented.

The hope was that the final analysis and summary would provide a more complete picture for the development of women's athletics at the six community colleges of San Diego County from 1955 to 1972. The intent of this research was to provide the framework for a greater historical understanding of women's athletics and the forces that helped shape its existence at each of the institutions.

NOTES

¹Walter R. Borg and Meredith D. Gall, Educational Research: An Introduction, 4th ed., (New York: Longman Inc., 1983), 800.

²Edward H. Carr, What is History (New York: Random House, 1967), 86.

³Walter R. Borg and Meredith D. Gall, Educational Research: An Introduction, 4th ed., (New York: Longman Inc., 1983), 799.

⁴Louis Gottschalk, Understanding History: A Primer of Historical Method (New York: Alfred A. Knopf Company, 1969), 28. See also Carter V. Good, A. S. Barr, and Douglas E. Scates, The Methodology of Educational Research (New York: Appleton-Century-Crofts, Inc., 1941), 241.

⁵Ibid., 30.

⁶Ibid., 52.

⁷Carter V. Good, A. S. Barr, and Douglas E. Scates, The Methodology of Educational Research (New York: Appleton-Century-Crofts, Inc., 1941), 257.

⁸Ibid., 264. The historical composition involves the writer's historical perspective, i.e., "the successful writer must know the historical value and significance of each topic."

⁹Walter R. Borg and Meredith D. Gall, Educational Research: An Introduction, 4th ed., (New York: Longman Inc., 1983), 824.

¹⁰Ibid., 823.

¹¹David Henige, Oral Historiography (London, England: Longman Group Limited, 1982), 80.

¹²Walter R. Borg and Meredith D. Gall, Educational Research: An Introduction, 4th ed., (New York: Longman Inc., 1983), 807. "The oral history program at Columbia University, initiated in the 1940's,

includes records of interviews with more than 2700 people who supplied more than 14,000 hours of recollections.

¹³U.S. Department of Health, Education, and Welfare/ Office of Civil Rights, Final Title IX Regulation Implementing Education Amendments of 1972: Prohibiting Sex Discrimination in Education, (Washington, D.C.: Government Printing Office, 1975, 2.

¹⁴Henry J. Steffans and Mary Jane Dickerson, Writers Guide: History (Lexington, Mass.: D.C. Heath and Company, 1987), 91.

¹⁵Frank Norris, "Early Days at City College: Growth Spans 68 Years, Four Wars," Tecolote, 18 October 1982, 8.

¹⁶Walter R. Borg and Meredith D. Gall, Educational Research: An Introduction, 4th ed., (New York: Longman Inc., 1983), 806.

¹⁷Thad Sitton, George L. Mehaffy, and O.L. Davis, Jr., Oral History: A Guide for Teachers (and Others), (Austin, Texas: University of Texas Press, 1983), 152.

¹⁸Manque Winters. Professional Sports: The Community College Connection (Los Angeles, Ca.: Winman Press, 1984), 49.

¹⁹Gluck, Samuel. "What's so special about Women: Women's Oral History." In Oral History: An Interdisciplinary Anthology. ed. David K. Dunaway and Willa K. Baum (Nashville, Tennessee: American Association for State and Local History, 1984), 223.

²⁰Robert K. Merton, Marjorie Fiske, and Patricia A. Kendall, The Focused Interview: A Report of the Bureau of Applied Social Research (Columbia University, Glencoe, Illinois: The Free Press, 1956), 3.

²¹Walter R. Borg and Meredith D. Gall, Educational Research: An Introduction, 4th ed., (New York: Longman Inc., 1983), 815. See also Carter V. Good and Douglas E. Scates, Methods of Research: Educational, Psychological, Sociological (New York: Appleton-Century-Crofts, Inc., 1954), 189.

²²Warren Bennis, "Transformative Power and Leadership," in Leadership and Organizational Culture,

ed. Thomas J. Sergiovanni and John E. Corbally
(Chicago: University of Illinois Press, 1984), 66.

CHAPTER 4

PALOMAR COLLEGE

Funds for Palomar Community College were approved on January 15, 1946. Classes began at Vista High School with an enrollment of one hundred students. In 1951, Palomar College was moved to its present location in San Marcos, California.¹ Faculty were hired, curriculum was written and co-curricular activities were begun. Among these activities were both the men's and women's athletic programs.

Many of the negative competitive factors involving denial and restraint toward women's athletics in colleges and universities were present during the childhood and early adulthood years of three women faculty members who were to become the leaders of the women's athletic program at Palomar College - Donna Reiser,² Mildred Ayers³ and Viola Jeffery.⁴ While Donna Resier was growing up in Ohio, she explained that "they (authorities) did away with sports for girls and women...they did not believe in competition for women."⁵ Mildred Ayers experienced difficulties of an even greater magnitude as she sought athletic experiences during her collegiate career

outside of the university. She stated: "When I was in college, they almost kicked me out because I was playing professional ball."⁶ Viola Jeffery was also forced to play outside the collegiate environment and in club leagues because teams had been banned by the university she attended. She remembered: "They (officials) said that they (women and girls) were emotionally unstable... unable to handle competition."⁷ Unwilling to yield to the social and cultural restrictions placed upon them, these women all appeared to have the vision of what they wanted to accomplish when they assumed their own positions of leadership within a collegiate department of physical education.

There were a few physical education leaders in the fifties and sixties who did not heed the dictums of earlier leaders about the fate of athletics for women. To the contrary, some physical education leaders were pioneers in building new programs. As one authority stated,

Effective leadership is measured by the extent to which "compelling vision" empowers others to excel; the extent to which meanings are found in one's work; and the extent to which individuals and organizations are bonded together by common commitment in a mutually rewarding symbiotic relationship."⁸

This symbiotic relationship definitely existed at Palomar College with the three women who pioneered the women's athletic program- Donna Reiser, Mildred Ayers,

and Viola Jeffery. They were all bonded together by the common commitment to their compelling vision which was to create and to develop a strong women's intercollegiate athletic department at Palomar Community College.

In addition, each individual contributed something unique to the organization. This was also an attribute of a strong organization which was defined by Bennis as "a blending of each individual's uniqueness into collective action."⁹ Donna Reiser was the founder of the program who initially had the compelling vision and wished to take the organization to a place it has never been before.¹⁰ She was best described by one authority on leadership as an individual who "does not spend their time on the 'how to... , the proverbial 'nuts and bolts,'¹¹ or as Donna Reiser's contemporaries have said 'the nitty-gritty.'¹² She took her purposes and converted them into paradigms of action.

Mildred Ayers was best described by one authority who said:

Leaders are the most results-oriented individuals in the world, and results get attention. Their visions or intentions are compelling and pull people toward them. Intensity coupled with commitment is magnetic. And these intense personalities do not have to coerce people to pay attention; they are so intent on what they are doing that, like a child completely absorbed with creating a sand castle in a sandbox, they draw others in.¹³

The teams that Mildred Ayers lead were successful earning many titles (see Appendix 4) and her visions and intentions drew people toward her year after year.

Bennis and Nanus have said that a leader knows with "an unbridled clarity about what he wants from the players. He knows precisely and emphatically what he wants to hear at any given time. This fixation with and undeviating attention to outcome...is only possible if one knows what he wants."¹⁴ Viola Jeffery clearly knew that Palomar College and the other San Diego Community Colleges needed a strong women's athletic conference in order for athletics to survive and prosper. She co-founded this conference and directed its development.

The Informal Period: 1955 - 1960

Within this context of social and cultural restraint toward athletics for girls and women at the collegiate level, Donna Reiser¹⁴ was hired by Palomar College as a women's physical education and health instructor in 1955. Donna Reiser, previously an instructor at Citrus Community College in Glendora, California, was a replacement for Joan R. Murphy who had requested a year's leave of absence.¹⁵ According to Donna Reiser, she was the only female in the

physical education department. "I came in 1955. Palomar had three instructors in physical education: Rusty Meyer, (Bob) Bowman and myself."¹⁶ Prior to the hiring of Donna Reiser, the women students had attended only a few play days held in Southern California....¹⁷

Donna Reiser had a vision of what she wanted to accomplish during her tenure at Palomar College. Although hired strictly as a physical education instructor, she was not one to be content with the nuts and bolts of an organization¹⁸ but she was dedicated to the purpose of building a women's athletic department which would be composed of many traveling teams. Characterized by her contemporaries as an individual with pioneer spirit¹⁹, she began to take steps toward achieving her purpose. As she herself stated: " I am a builder. I have to admit that."²⁰

Soon after arriving at Palomar College, Donna Reiser decided to organize her first team. She quickly realized that she had no budget for teams.²¹ Donna Reiser related: "...because in the first place, they (the administration) didn't think that women should have teams at that time."²² This lack of support from the institution's administration did not deter her because she had experienced similar restraints in regards to her own participation in women's athletics as a youth.²³

Donna Reiser assessed the limited resources available to her. She realized immediately that she would have to create not only her own environment which would include intercollegiate competitive opportunities for women but she would also have to take some creative measures in order to involve the women in team play. Her inventory of facilities revealed that she had one football field and one tennis court available to her. Offices for staff members did not exist nor did locker rooms for men or women student/athletes.²⁴

The equipment she needed for class sports and intercollegiate athletic activities was non-existent. This did not affect her as she creatively marshalled outside resources that she made available to her cause. This included her solicitation of donations from outside agencies.²⁵ These contributions from area businesses came mostly in the form of sports equipment. Contributions also came from her students who brought their own equipment²⁶ and also earned additional monies through bake sales and car washes.

Another problem she faced was the lack of college transportation for team travel. Due to the fact that she lacked facilities at her own institution for hosting play days, she was forced to travel in order to find competition.²⁷ As a result of the lack of local community college competition, Donna Reiser had to

drive her students to the Los Angeles area. There, she scheduled contests with Citrus Community College, East Los Angeles Community College, Mount San Antonio Community College and Pasadena Community College. Finally succumbing to her persistence to accomplish her goals, the administration assigned two college cars to her. She described this new development in the following manner:

The transportation... was two cars... one was ancient and the other was an old station wagon. But the station wagon was nicer than the car. We went all through San Clemente one time. Every time (the old jalopy stalled), the kids got out and I pushed it from the rear. That was really the history.²⁸

Within a short time, the administration was able to acquire the funds needed to build a locker room. She recalled that, "of course, the men's locker room was built first."²⁹ However, when the women's turn finally came, she was allowed to design her own locker room facility complete with a second floor for lecture rooms for use by her future teams. This building still exists today and serves many faculty and students.

Donna Reiser was fortunate in the respect that Dr. Dunne, the business manager and later president of the college, gave support to her low budget athletic program.³⁰ He was often backed by some of the faculty who also supported his desire to help Donna Reiser. Thus with a small amount of institutional support and a

large amount of desire, Donna Reiser began to build the organization that she envisioned.

In order to build her student base of support, she began to re-activate the Women's Athletic Association (W.A.A). The W.A.A. was originally founded at Palomar College in 1954 by Joan Murphy³¹ but had attracted very few members during her brief tenure. Thus, it seemed to everyone at the institution that, because the W.A.A. lacked student support, the women students were not interested in participating in competitive sports. Donna Reiser, however, did not agree with this premise. Being the builder that she was, she committed herself to revitalizing this organization which she knew would become the organizational basis for her competitive teams. For the first time The Telescope, the Palomar College student newspaper, reported that although "there has not been a meeting of the W.A.A., there should be an organization meeting in the near future."³²

With this simple statement appearing in the college newspaper, the Women's Athletic Association gathered membership and re-structured its organization in 1955. Under the auspices of this organization, Donna Reiser scheduled competition against Los Angeles schools in three sports: tennis, basketball and softball.³³ The scheduling of these games in those

early years was not a problem for Donna Reiser because she had taught at Citrus College and knew the women's staff not only at Citrus College but at other colleges in the Los Angeles area.³⁴

Donna Reiser also recalled scheduling out-of-state trips in order to provide additional competition and collegiate experiences for the women students. "I took a tennis team over (to Arizona) once to play Mary Pilgrim of the University of Arizona."³⁵ Donna Reiser was able to do this because she had graduated from this university and still knew the women faculty members.

Inevitably, Donna Reiser became frustrated with long Los Angeles trips that were a requirement in order for her women students to compete in athletics. Soon she again sought the involvement of other San Diego Community Colleges. She explained the situation at the time:

Grossmont wasn't even in existence. There were only two colleges.... San Diego City tried to have something... and we used to play some basketball at City. Mira Costa was built in 1935. They had physical education but the woman (physical education instructor) wasn't interested.³⁶

Even though she could find very little competition in San Diego County among the community colleges, she persisted in her vision of establishing a strong women's athletic department and program. She focused her attention on the continued development of her

W.A.A. teams. As a result of her efforts, the Palomar College women attended their first volleyball play day on May 21, 1956 at Mount San Antonio Community College in Pomona, California. In their premier effort, the Comets placed third among the fifteen community colleges participating in the tournament.³⁷

Within a short period of time after arriving at Palomar, Donna Reiser's own innovative philosophy concerning competitive experiences for college women reflected some of the trends occurring nationally in intercollegiate athletics for women. By 1957, the D.G.W.S. began to change its denial philosophy to a recreational philosophy declaring that "participation in sports is the privilege of all, regardless of skills."³⁸ Coach Rieser, being the builder with pioneer spirit that she was, went even further by replacing the informal play day type of contests with more competitive sports days. Thus the Palomar W.A.A. teams began representing the college at sports days all over Southern California including one held at East Los Angeles Junior College on December 10, 1958. These sporting events for the W.A.A. members included participation in a basketball tournament, a co-educational volleyball tournament and various tennis tournaments.³⁹

Buoyed by the efforts of her W.A.A. teams, Donna Reiser continued to align her followers toward her dream of a strong women's athletic department. She utilized the W.A.A. as an entity which would provide status, meaning, and a framework for her vision. She explained the goals of the W.A.A. as follows:

- To increase the interest in recreation and athletics
- To uphold the highest ideals of good sportsmanship
- To promote the finest friendship among the members
- To encourage a spirit of serving the college⁴⁰

The W.A.A. continued to grow and develop under the direction of Donna Reiser. By 1958, the W.A.A. had a membership of forty women. The student president, Ethel Calderwood, described the purpose of the organization: "Our purpose is to promote, on the campus, interest in sports and physical recreation and to be of service to the school whenever necessary."⁴¹ One of the main activities of the organization became the raising of funds for the women's athletic teams which was always a major concern of Donna Reiser.⁴² Other W.A.A. activities through the year included social activities such as dances and dinners.

In addition, Donna Reiser sought to extend the political base of support for the organization by establishing the W.A.A. at the statewide level. This was similar to the national trend occurring at four-year universities in women's athletics as women

physical educators built their own support groups and practiced female seclusion. Donna Reiser recalled: "Especially rewarding for us was that Palomar College's W.A.A. became officially recognized recently as a member of the state's Women's Athletic and Recreation Federation."⁴³

Seeking to increase and solidify her support groups, Donna Reiser took the W.A.A. student-leaders annually to the State Conference of the California Athletic and Recreation Federation for College Women in Asilomar, California in order to expose them to new ideas and to other women who thought like them.⁴⁴ This provided a strong linkage of support to Donna Reiser's vision because "when we would go to Asilomar... now that was physical education for the state... universities, colleges, community colleges... all over the whole area... not just this state but Arizona was (involved) in it...."⁴⁵

The W.A.A. membership continued to grow in membership because of these various experiences open to the women students. Again Donna Reiser's vision preceded the national D.G.W.S. change in philosophy which now stated that the development of student leadership and responsibility were extremely valuable to the total collegiate experiences.⁴⁶ Donna Reiser

was always working on improving the leadership skills of her student constituency. She stated:

An organization is as strong as its officers and members, and this has been a most successful, cooperative, and enthusiastic group under the able leadership....⁴⁷

This continued emphasis on the development of student leadership skills within Palomar's W.A.A. was reflected by a statewide emphasis. Over five-hundred women students from Southern California Community Colleges attended a conference held in November 1959 at Los Angeles City College.⁴⁸ This strong participation of a multitude of women students indicated that the W.R.A. had established a strong statewide organizational base and was committed to providing leadership opportunities for women.

This state organizational structure of the W.R.A. and the strength of Palomar's own chapter provided the framework from which Coach Rieser could build her teams. Throughout the year, the various teams participated in events scheduled at different Los Angeles colleges.⁴⁹

Coach Reiser was unique as a coach of women's athletics in the San Diego County Community Colleges because she instituted the national trend of converting from play days/sports days to athletic team competition. An example of this was the Women's

Recreation Association (W.R.A.) basketball team's participation in a tournament at East Los Angeles Junior College held on November 13. At this tournament, Palomar won all of their games defeating Glendale Community College 5-4 and Harbor Community College 15-5. While it was reported that Beverly Bishop lead the scoring for the Palomar Comets, perhaps the most noteworthy item was Donna Reiser's efforts in fund-raising to obtain money for team uniforms. The Telescope recorded:

Palomar was easily recognized this year as the girls have new uniforms. Snappy red nylon jackets over grey bermudas with red sox and colorful beanies make up the outfit.⁵⁰

The visionary Coach Reiser seized this victorious moment when she stated: "We are starting a volleyball season with as much enthusiasm as we began the basketball season and I expect another winning team."⁶¹ She had not lost sight of her focus and her expected high levels of performance and excellence.

During 1960, Donna Reiser continued to build a power base and increase the number of her followers by having Palomar College host the annual Southern California Junior College W.R.A. Fall Conference. There were thirty-four colleges in attendance.⁶² To add importance to the occasion, she invited Dr. Eleanor Metheny, an internationally known spokesperson of

physical education and professor from the University of Southern California. As the keynote speaker for the evening banquet, Dr. Metheny addressed the theme, "The woman's role in society; to try and solve the problems that women face in a changing world".⁶³ The event produced the desired result that Donna Reiser expected. Approximately 150 college deans and over 450 women students attended the conference providing a network for new ideas among the women present.

Through the years, Donna Reiser and her staff improved the membership of the W.R.A. to seventy-six active members. The W.R.A. continued to increase their on-campus activities sponsoring an athletic banquet, a conference, and a sports day.⁶⁴

In a further effort to unite the women on the community college campuses into a strong and powerful organization, the Associated Women's Students (A.W.S.) and the Women's Recreation Association (W.R.A.) held a joint conference using the theme "Of Time and Tide." The community colleges which attended included Southwestern, Palomar, Grossmont, San Diego City, San Diego Mesa and Mira Costa.⁶⁵

Sports days were often held involving high school students from the area.⁶⁶ Activities often included a volleyball game which pitted a co-ed faculty team against a W.R.A. student team. The result was that

"much fun and spirit was had by all."⁶⁷ As one student wrote in a thank-you letter of one such occasion, "Please extend my special thanks to Miss Ayers for her excellent archery clinic... and to all the members of your W.R.A. for the fine afternoon."⁶⁸

The Structural Period: 1960 - 1968

Donna Rieser continued to be the only women's coach at Palomar College during the 1960-1961 school year directing players in volleyball, basketball, tennis and softball sports days.⁶⁹ During that year, it was decided to add an additional women's staff member. She wanted to make sure that the person hired agreed with her philosophy in order to increase her support network. She recommended the hiring of Ethel Calderwood, her former student at Palomar College and president of the W.R.A. Ethel Calderwood was brought in to help teach physical education and to coach field hockey and basketball.⁷⁰ With this addition of a women's staff member, not only were the teams already established able to continue to compete but softball was added to the list of athletic teams for women⁷¹ (see p.97, table 1 for the hiring of the women's coaching staff and their coaching assignments in the development of women's athletic teams).

TABLE 1

PALOMAR COLLEGE
Coaching Assignments of the Women's Athletic Staff

YEAR	PD	AR	BM	BK	FH	SB	TS	VB
1955	DR	..	..	..	..	..	..	..
1956	DR	..	..	..	..	..	..	..
1957	DR	..	..	..	..	..	..	..
1958	DR	..	..	..	..	..	..	..
1959	DR	..	..	..	..	..	..	DR
1960	DR	..	..	..	..	..	..	DR
1961	DR	..	..	DR/EC	EC	DR	DR	DR
1962	DR	..	..	DR	EC	DR	DR	DR
1963	DR	..	..	DR	EC	DR	DR	DR
1964	DR	..	DR	DR	MA	DR	DR	DR
1965	..	..	DR	MA	MA	DR	DR	DR
1966	..	MA	DR	MA/VJ	CT	MA/VJ	DR	DR
1967	..	MA	DR	VJ	VJ	VJ	DR	VJ
1968	..	MA	DR	VJ	VJ	VJ	TL	VJ
1969	..	MA	DR	VJ	VJ	VJ	DR	VJ
1970	..	MA	DR	VJ	VJ	VJ	DR	VJ
1971	..	MA	DR	VJ	VJ	VJ	DR	VJ

PD - Play day or Sports day FH - Field hockey team
 AR - Archery team SB - Softball team
 BM - Badminton team TS - Tennis team
 BK - Basketball team VB - Volleyball team
 .. - No record of a team or event that year

Coaching of:

MA - Mildred Ayers TL - Tony Lynds
 EC - Ethel Calderwood DR - Donna Reiser
 VJ - Viola Jeffery CT - Cathy Trabako

*Occasionally, a team began in the spring and another team in the same sport began during the fall of the same year. In that instance, the team may have had two coaches in one calendar year. The coaching assignments were, then, indicated as x/x.

Under the direction of Coach Calderwood, the field hockey team reflected the continued intramural philosophy within the women's athletic program. An example of this recreational type of competition is an unusual event which occurred with the field hockey team. Playing at the El Camino Field Hockey Tournament on March 20, 1964, Palomar had advanced to a semi-final playoff against El Camino Community College. The Telescope reported a bizarre ending to the contest:

As darkness stopped a sudden death overtime between El Camino and Palomar, the girls flipped a coin to determine the winner with Palomar winning and going on to the finals.⁷²

In some respects, this may be a case of raising the followers to higher moral purposes. In other respects, it showed the lack of sophistication in women's athletics at that time and a continued play day mentality.

During the middle of this decade, there was another rearrangement of key personnel among the women's athletic staff at Palomar College. As stated by Bennis, "Leaders commit themselves to a common enterprise and are resilient enough to absorb the conflicts; brave enough, now and then, to be transformed by its accompanying energies; and capable of sustaining a vision that encompasses the whole organization."⁷³ Ethel Calderwood, first a student at

Palomar and later a staff member, announced that she would continue her teaching and coaching career for the fall semester at Grossmont Community College.⁷⁴ This departure represented a loss to the women's athletic staff.

Donna Reiser was not discouraged by the loss of a staff member. In fact, she sought new directions as described by Bennis and Nanus who said:

Leaders articulate and define what has previously remained implicit or unsaid; then they invent images, metaphors, and models that provide a focus for new attention.⁷⁵

Donna Reiser's leadership accomplished precisely this focus and definition by bolstering her internal network of experts with the hiring of three more women - Mildred Ayers, Viola Jeffery, and Cathy Trabako. Donna Reiser knew this and got exactly what she wanted when she hired Mildred Ayers, formerly a physical education instructor and coach at the College of the Desert Community College (see Figure 1, P.100). Mildred Ayers was a model of coaching leadership. Donna Reiser explained:

We hired her (Mildred) as a dance instructor and we knew she was at the College of the Desert. We knew she had coached men's tennis, women's tennis and men's swimming. We had done research and found out she was an excellent coach. That was in the back of our minds when we hired her.⁷⁶

By hiring her as a dance instructor, her coaching experience was not stressed so that the men or the

committee would not feel intimidated by the addition of another strong woman on the staff. Ayers recalled: "We did not have a dance studio at the time, so we built one."⁷⁷

Mildred Ayers also had a vision of what she wanted to accomplish during her tenure as a coach at Palomar College. She too had experienced social and cultural restrictions in her own intercollegiate athletic career which had almost lead to her expulsion from college.

These experiences had caused Mildred Ayers to remain strongly committed to her vision of intercollegiate competitive opportunities for women. Leaders have visions which, in some cases, magnetically pull people toward them. This was the case with Mildred Ayers. As a coach, many teams she coached were successful due to her ability to lead and to share her vision.

Perhaps her incredible coaching success can be attributed to her own personal philosophy. She summarized her thoughts:

(Outstanding coaches have the) desire...you had to instill the desire to win... because of the people that were involved... that's where our (the women coaches) love is. The love.... I love to see the kids excell and I still very strongly believe... that winning begets winning....⁷⁸

Mildred Ayers was a team player and she understood the commitment that was needed to reach the

common goal espoused by Donna Reiser which was to build a strong women's athletic program with many traveling teams. This was not difficult because she also held the same point of view. A major aspect of Coach Ayers' strategy toward achieving these commonly held goals was the strengthening of the W.R.A. She explained: "Mainly, we tried to get the W.R.A. going."⁷⁹

When she began her coaching, she, like Donna Reiser before her, had limited and/or non-existent resources available to her. She recalled: "There was no funding... just do it."⁸⁰ Since the funding was so inadequate, Mildred Ayers used her own creativity and ingenuity to focus on other means of obtaining funds. She rallied her students into running concession stands at men's tournament games and set up hospitality rooms for those coaches involved who would, in turn, purchase refreshments from the women.⁸¹

Coach Ayers also utilized additional unique strategies for providing awards and/or trophies for her teams. She was so successful in her coaching assignments that her teams often won tournaments. She wanted to positively motivate her team players by giving them either awards and/or trophies for their fine efforts. Being so limited in funds, she had old trophies donated to her which, at minimal costs, were converted into new awards.⁸²

Scheduling matches in various sports was not a problem for Mildred Ayers because she also established a network of colleagues in Los Angeles that were available for contests.⁸³ Thus, through her vision, she mobilized her student followers and, with very limited resources, created situations, through her leadership, that enabled her to achieve what she wanted.

By 1966, Donna Reiser bolstered her network of experts with the hiring of two more women to her staff. Cathy Trobako was hired to coach field hockey and Viola Jeffery was hired to teach physical education.

The new recruit who proved to be so valuable to their shared vision was Viola Jeffery. She recalled that "all I was supposed to do was teach." Coach Ayers, however, had other plans for Coach Jeffery and soon persuaded the new staff member into coaching basketball.⁸⁴ Coach Jeffery had also experienced social and cultural restrictions in playing on women's athletic teams⁸⁵ during her intercollegiate career. She had been denied any participation on athletic teams because women's athletic teams were not permitted at the university she attended. She was therefore forced to seek competition in city leagues outside of the campus. Her past experiences of social and cultural denial in women's athletic teams coupled with her

perseverance and unwavering attention to the outcome that she envisioned of a strong women's athletic program gave her the motivation and purpose to carry on despite major shortfalls.

Many of the shortcomings facing Coaches Reiser and Ayers in their teaching and coaching careers at Palomar College remained for Coach Jeffery. As the basketball coach, Viola Jeffery frequently argued with the men's wrestling coach, Joe Brennan, over gymnasium time. As Coach Jeffery recalled:

It was so selfish... even as great as Joe Brennan was, don't tread on his gymnasium... and he was willing to share only if he didn't want it....⁸⁶

She experienced other shortfalls with regard to the budget and lack of funds. As Viola Jeffery remembered, money for the women's teams depended upon the whims of the men:

They had the budget and they would give us so much out of their budget.... When I went up and checked it (the women's physical education budget) a couple times... we had jock straps on the women's budget. Viola Jeffery continued, "If it were something they wanted, they were not beyond scuddling us to get it... in other words, they were very generous with everything as long as it wasn't out of their pockets."⁸⁷

Of course, the inequities in the budget directly impacted other areas in the women's athletic program. Specifically, Viola Jeffery recalled, there was the lack of complete team uniforms.⁸⁸

Another area of concern was the lack of equipment for the women. Coach Ayers recalled using physical education equipment.⁸⁹ To augment this lack of institutional funds, the women's coaching staff planned car washes and bake sales. As Mildred Ayers related, "We had to have some more money."⁹⁰

The trio of women realized that leadership is, often indeed, a political process requiring negotiations. It was, as Mildred Ayers recalled, a case of "you scratch my back and I'll scratch yours."⁹¹ The men were helpful if they needed the women's votes on various departmental issues.⁹² The women could often use this voting process to negotiate something they needed for their program.

However, the voting situation often became difficult when it came to hiring new staff members. Viola Jeffery recalled that it wasn't simply the fact that the men wanted to hire another man but it was always another football coach.⁹³ An example of this was in 1968. The women had accepted Tony Lynds as the women's tennis coach, but he was also hired as an assistant football coach.⁹⁴ This position gave him the distinction of being the first male to coach a women's team at Palomar College. Although he only coached the team for one year, Coach Ayers commented about the results of this arrangement when she states: "The girls

(on the women's tennis team) really have a heart for the sport, participating a great deal on their own."⁹⁵

Viola Jeffery described some of their faculty meetings involving the hiring process: "We fought; we had the most horrible faculty meetings. We would fight... every chance we got." The women, however, remained persistent and focused in their personnel requirements. Eventually, being collectively agreed in their vision of a women's athletic department, the three women decided to take the stand of not hiring anybody rather than taking another man.⁹⁶

By 1967 Mildred Ayers was coaching her archery team while Viola Jeffery increased her coaching load to four teams: hockey and volleyball in the fall; basketball and softball in the spring. Cathy Trabako, who was hired at the same time as Viola Jeffery, only coached one year.⁹⁷

Leaders take risks. Coach Ayers finally decided that one way of translating their dreams into reality and to sustain their vision was to accept a position of leadership in the department and risk the animosity from the men faculty. Mildred Ayers was elected physical education department chairperson and assistant athletic director. She hoped, in her new positions, to add clarity and vision to the problems of lack of

facilities, equipment and budget in the women's athletic program.

Her immediate superior was the men's athletic director, Ward G. "Rusty" Meyers. Between these positions there were a great deal of negotiation back and forth. At times Mildred Ayers would take the lead. At other times Mr. Meyers would initiate the process. An example of Mildred Ayers leadership was the scheduling of staff members, as Mildred Ayers would take over the scheduling process for the physical education department.⁹⁸

The Realization Period: 1964 - 1972

By the mid-sixties, Donna Reiser, Mildred Ayers and Viola Jeffery were immersed in their efforts to add new teams to their athletic department and to strengthen existing ones (see Figure 2, p. 108 and Figure 3, p. 109). The three women coaches sought every means available to accomplish this task. Gerber stated that: "Collegiate sport for women in the United States was and is an entity separate from sport in the larger social milieu."⁹⁹ The separation from the larger, male dominated sport scene enabled women like Donna Reiser, Mildred Ayers, and Viola Jeffery to control their own pattern of governance as well as to

Fig. 3. Palomar College Tennis Team.

develop in a unique way.

The trio of women coaches often had to develop their teams from non-existent entities and without funds. The three women accomplished this by a controlled approach to coaching and teaching which governed women physical education teachers across the country. Often the women's athletic program in colleges and universities began at the curriculum level, followed by the intramural level and finally culminated at the intercollegiate level.¹⁰⁰ This comprehensive and interrelated curriculum program enabled the women to place importance on intramural contests as well as intercollegiate ones.

Coach Ayers began the above process by trying to establish teams at the curricular level through her archery, golf and bowling classes.¹⁰¹ Donna Reiser continued to develop competitive interests through the W.R.A., while Viola Jeffery consolidated and strengthen existing teams. Viola Jeffery also was instrumental in establishing a women's athletic conference for local community colleges. Thus, the women used every resource at their disposal to build the women's athletic program that encompassed all levels of curriculum development.

By the middle and late 1960's, the three women coaches had built the membership of the W.R.A. to fifty

members and had established five teams at the intercollegiate level. Thus the trio of women coaches had taken an early lead in the establishment of intercollegiate teams for women. They had followed a position similar to the one taken by the D.G.W.S. in 1963. The Division of Girls and Women's Sports reversed its earlier denial of women in athletics. This national governing body stated: "In colleges and universities, it is desirable that opportunities be provided for the highly skilled (student) beyond the intramural program...."¹⁰² As one authority in physical education stated: "The time has come to decide if the highly skilled girl is our responsibility".¹⁰³

The women physical educators at Palomar College had already decided that the skilled female performer was their responsibility only now they were going to provide even more opportunities for higher levels of competition. The five intercollegiate teams that they established were field hockey, archery, badminton, basketball and tennis.¹⁰⁴

Mildred Ayers coached field hockey during her first year at Palomar College. Although this was her initial assignment, she was not afraid to take the risk and plan an ambitious schedule which included the challenge of four year universities as well as community colleges. Coach Ayers knew that coaching is

nurturing and bringing out the best in people. Coaching is demanding that the team play as a team. Thus, when faced with the prospect of playing the varsity team of San Diego State University in a field hockey game, Coach Ayers remarked: "The women are ready to play and their spirit is right."¹⁰⁵ They battled the University to a tie.¹⁰⁶ Overflowing with pride for her players after the contest, Coach Ayers commented: "They didn't play as ten individuals; they were playing as one. They found the winning combination: team spirit, unity, and when they found it, there was no stopping them."¹⁰⁷ In actuality the field hockey team had found their winning combination with their exposure to Coach Ayers' team spirit philosophy combined with her leadership qualities of vision, focus and persistence.¹⁰⁸

In their final game of the 1969 season, the Comets again drew San Diego State University.¹⁰⁹ An unknown author wrote the following report of the game: "San Diego State rallied several times during the second half to within inches of the goal but brilliant defense work prevented the State steam from making a comeback." Their winning season brought Palomar the championship and the perpetual trophy.¹¹⁰

The 1971 S.D.W.I.B. field hockey conference consisted of five institutions: Palomar College,

Grossmont College, San Diego Mesa College, San Diego State University, and United States International University at Cal-Western.¹¹¹ As The Telescope reported about the Palomar team in January, "Palomar has one undefeated team on campus, girls' field hockey."¹¹² The team was lead by high scorers Ann Lebedeff and Camille Skrowski and had recently won a double round-robin conference tournament. Coach Jeffery, who now coached the team, commented on their performance: "The team did an outstanding job on the entire season. The girls kept up their spirit and made it a successful season for themselves."¹¹³ (see Figure 4, P. 115). Coach Jeffery, like Coach Ayers before her, had clearly established a very successful women's field hockey team.

It is said that leaders define and articulate what has previously remained unsaid; then they invent images and models that provide a focus for new attention; they organize meaning for the members of the organization.¹¹⁴ Coach Ayers used her vision, focus, and persistence to increase her constituency and create a new environment where one did not exist before. She founded, developed, cultivated and lead the intercollegiate archery team to many championships including the U.S. Title. This success brought new attention to the women's athletic program at Palomar

College. Again she grounded her archery team with her philosophy:

My strong belief is that I am a team oriented coach and have always tried to indoctrinate my teams that people will remember you only as a member of the Palomar team. The way you act and shoot will be a reflection of the team as a whole. Very few will remember your name but your uniform will be remembered for a long time. When you become a member of the Palomar team and put on the archery uniform, you will be a reflection of Palomar College, and me, your coach.¹¹⁵

This unselfish and team-oriented approach to an individual sport was the key to her success. She was able, with limited resources, to raise her followers during competition to higher levels of value and purpose. She continued: "If they cannot wear the uniform with dignity, honor and integrity, they do not belong. We have a strong team spirit which I am convinced is the key to the success of our program."¹¹⁶

Although Coach Ayers again began a team at the curricular level in physical education classes, she was soon entering her traveling team in tournaments.¹¹⁷ In terms of organization and conferences, 1968 proved to be an historic year for the archery team.

Margaret Clan of the University of Arizona, Lorraine Pazzola from San Bernardino Community College and Mildred Ayers of Palomar Community College together founded an archery conference.¹¹⁸ This conference organized all the university and community college

Fig. 4. Viola Jeffery with her Palomar College Field Hockey Team, 1969.

teams in Arizona and California. It was the first time in women's athletic history that such an interstate and intercollegiate level conference had existed.

In 1968, Coach Ayers hosted the Southwest Regional Championship which was held at Palomar. Mildred Ayers recalled: "We had two hundred (participants)... and I was petrified to death."¹¹⁹ The fright she experienced was not because of the number of archers. It was because of a lack of facilities at Palomar College. As Coach Ayers remembered:

Well, at that time, we didn't have an archery range. Though, we used the hockey field. We used all the lower fields... the football field... practice field... everything....¹²⁰

Coach Ayers also described the financial problems she faced because her team often qualified for national competition. Since the college did not have a budget for participating in such an event, she and her team would raise their travel money through raffles, shoot-a-thons, etc.¹²¹ Through her persistence and focus, Coach Ayers built her archery team into a group worthy of national recognition.¹²²

A few years later when one of her archery teams had won the National U.S. Archery Title, Coach Ayers was selected the National U.S. Archery Coach of the Year. She remained generous and unselfish in her lavishment of praise upon her peers when she stated:

"The knowledge that I have gained through the years, especially from my fellow coaches, is immeasurable.¹²³ During her tenure at Palomar College, Coach Ayers teams won many local, regional state and national archery titles (see Appendix 4).

Coach Jeffery was now involved with the basketball team¹²⁴ (see Figure 5, p.118). On April 3, 1968, Palomar met San Diego State University for the 1968 S.D.W.I.B. Basketball Championships in the gymnasium at Palomar College. The Comets scored a stunning upset of the previous champion capturing the conference's first place title.¹²⁵

Coach Jeffery continued to lead her teams to excellence by having one successful season after another. In 1970, the basketball team had another outstanding season with an undefeated record in community college play. They had only one loss which was to the four-year university, San Diego State.¹²⁶

By 1964, Coach Reiser was coaching the badminton team. The racqueteers competed in the San Diego County Junior College Women's Badminton Tournament defeating Grossmont College. The tennis team, also coached by Donna Reiser, reached the semi-finals and finals of various tournaments. The success and dedication of the women athletes on these teams prompted the persistent and optimistic Coach Reiser who stated: "We're aiming

Fig. 5. Viola Jeffery with her Palomar College Basketball Team, 1968.

for the state tournament and we are going to win it!"¹²⁷

During the early years of the women's tennis program, Coach Reiser made some unique and unusual decisions in regard to the team. For the most part, women physical educators nationally secluded their women from the men's athletic program. During this female seclusion at the various colleges and universities, the women built their own support groups. Because of being insular, they did not challenge any relationship with the men. Coach Reiser showed that she would again act differently than her counterparts nationwide.

First in 1964, Coach Reiser gave her permission for Bonnie MacIntyre to join the men's tennis team. She began playing on the men's team when the team was short of players on several occasions. According to the records, Bonnie MacIntyre's efforts marked the first time in Palomar College history that a woman competed on an all-men's team and the first time that an athlete played on two teams in the same sport - men's and women's tennis.¹²⁸ This definitely separated Donna Reiser's program from the separatist philosophy nationwide.

The second unique action she took was accepting the first male coach at Palomar College for a women's

team. In 1968, the college employed Tony Lynds as an assistant football coach and women's tennis coach. His racqueteers had a fine start upsetting San Diego State University. As reported in the school newspaper, "The win labels them as a top threat in their conference which includes Cal-Western, College of the Desert, the University of San Diego and others."¹²⁹

During 1969, the women's tennis team again changed coaches as the women's staff replaced Tony Lynds with their founding leader, Donna Reiser. Under her direction, the women continued to help the men's tennis team. As reported in The Telescope, Kathy Sweeny and Karen Bonnett played for both the women's and men's tennis teams. Coach Ray Love, the men's coach, couldn't fill the six-position team with males so these women players were very important to the men's program. After gaining approval from the other men's teams in the Pacific Southwest Conference, he added these two members of the "weaker sex." During the year, these same women remained undefeated in women's competition. The women's team tied for second in doubles competition and was even in dual team matches. Although Kathy Sweeny and Karen Bonnett were not allowed to compete in any championship matches for the men's team, the Palomar men's dual meet record remained intact and

victories by both women were counted toward the team's participation in championships.¹³⁰

For the rest of the season, the women's tennis team players followed a more traditional role and participated in the prestigious Ojai Invitational Tennis Tournament. The 1969 tournament involved sixty-five community colleges.¹³¹ The women netters were then involved in the Southern California Community College Tennis Tournament. Coach Reiser could not have been more pleased as the racqueteers ended the year by capturing the crown at Cypress College in May.¹³²

Ann Lebedeff, the number one player on the women's tennis team, also had an outstanding season. First she won the Southern California Junior College Title in Long Beach.¹³³ Second, she toured with the Junior (Wightman) Cup Team for the United States and competed in the U.S. Open Tournament in Forest Hills, New York. Miss Lebedeff commented about physical and social opportunities that she was able to experience because of her participation in tennis, "Most people don't consider tennis an unfeminine sport like track and field or roller derby."¹³⁴ Her comments reflected the national trend that referred to certain types of image and stereotyping in women's athletics. These comments were first made in the early 1900's but were still alive and well in the 1960's. National leaders

termed certain types of athletic competition as "masculine" and other types as "feminine." These directives sent women's athletics into what scholars were later to characterize as the dark ages of total non-participation in women's athletics at colleges and universities. Thus, the social and cultural restrictions against athletics for women were often around. However, these cultural pressures were not enough to affect the vision of leaders such as Donna Reiser, Mildred Ayers and Viola Jeffery. This trio of women leaders continued to pursue their vision where other feared to tread.

The Formal Period: 1967 - 1972

At this time, the women also proceeded to further their organizational and political structure with the W.R.A. (see Figure 6, P.123). In 1965, officers of the W.R.A. attended the W.R.A. Conference at Asilomar, California on February 20. There, women leaders were exposed to new ideas and concepts through the conference's theme: Creativity in leadership. The purpose of the conference was "to better the organization of athletic programs under the W.R.A. or G.A.A. systems and to discuss methods of promoting more interest in women's sports."¹³⁵

Fig. 6. Donna Reiser with Officers from the Women's Recreation Association, 1968.

Upon returning to Palomar College, Coach Ayers and Coach Reiser continued to focus their attention on increasing their constituencies and the promotion of women's athletics during the year. They held a W.R.A. play day for ten high schools on April 27. The high school women athletes participated in basketball, tennis, softball and volleyball. The non-competitive aspect of competition in high school remained a strong influence as teams were divided and mixed so that no team contained more than one players from the same school.¹³⁶

As the women's coaching staff continued to build and develop their intercollegiate teams, Coaches Reiser, Ayers and Jeffery proceeded to schedule their contests whenever and wherever they could. Coach Jeffery summed up the situation: "I know when I took over... it was call on the phone and say when can we play. It was free-lance."¹³⁷ Athletic conferences for women's athletics did not exist for community colleges in San Diego County. The only method of competition established for them was a rotation schedule of sports days established by the women's athletic directors from eight colleges and universities in the San Diego area. The institutions involved were San Diego Mesa, Palomar, San Diego State University, College of the Desert,

Southwestern, Cal-Western University, Grossmont and the University of San Diego¹³⁸(see Appendix 5, page 365).

It is said that effective leadership can move organizations from current to future states and create visions of potential opportunities for organizations.¹³⁹ Coaches Reiser, Ayers and Jeffery realized that they desperately needed an athletic conference in San Diego to move their organization past the current weak structure of sports days and to what they perceived as the future national trend of women's intercollegiate programs. They decided to contact coaches from the other colleges in San Diego concerning the establishment of a women's conference. Viola Jeffery met initially with Jean Sprunt of San Diego State University to write a rough draft of the proposed constitution for the new conference. After this was accomplished, four other women leaders joined them for an historic meeting during which the actual constitution was written. The four women involved were: Eve Lill and Ethel Calderwood of Grossmont Community College, Carrol Hauenstein of Southwestern Community College, and Betty Hock of San Diego City Community College. With the writing of this new constitution, these coaches moved forward with the formation of the San Diego Women's Intercollegiate Board (S.D.W.I.B.)¹⁴⁰(see Appendix 6, page 366). The board

sought to standardize schedules, build a membership of colleges and universities, and establish rules and procedures for women's athletics. This governing body became the sole women's athletic conference in San Diego for many years and directed women's athletics for both two-year and four-year institutions.

By the conclusion of 1971, the S.D.W.I.B. continued to flourish among the local San Diego community and four-year colleges. The organization governed all of the women's athletics. Thus, the vision that these women leaders had for a new conference was more than supported by this new, healthy organization which gave the women's athletic departments status, prestige and power.

The decade of the 1970's found the women coaches of Palomar College also joining a Los Angeles-based conference called the Southern California Community College Intercollegiate Athletic Conference. (S.C.C.C.I.A.C.)¹⁴¹

Finally, the women also tried to establish another conference: The Pacific Southwest Women's Collegiate Association.(P.S.W.C.A.) This conference attempted to unite the various Associated Women's Students (A.W.S.) and the Women's Recreation Association (W.R.A.) at each campus.¹⁴²(See appendix) However, the conference

lasted only a few years and soon faltered because of the ever expanding, strong S.D.W.I.B. Conference.

A Heritage of Women Leaders

Donna Reiser was the founder and developer of the women's athletic department at Palomar College. Even though she was the only woman physical education staff member for five years, she was not content with the status quo. She considered herself a builder and proceeded to construct a women's athletic department where one did not exist. With this strong vision of what she wanted to accomplish, Donna Reiser was instrumental in hiring key personnel for the women's physical education department. Despite the lack of resources including facilities, equipment and funding, she remained persistent and focused upon her goal. She created environments including the design of the women's physical education building and locker room. She also communicated her goals to others as she reactivated the W.R.A. and built her student constituency around her.

Coach Ayers, through her vision and because of her persistence and consistency, created a team from nothing into one accorded national recognition. She created a conference for her team where none existed.

She developed her own environment with limited resources. And, she developed a loyal constituency of student/athletes who, year after year, competed at the national level. She was, therefore, a leader whose effectiveness was measured by their "compelling vision" which empowered others to excell. Coach Ayers found her meaning in her work. She bonded her organization together creating what can be defined as a mutually rewarding symbiotic relationship.

Viola Jeffery contributed significantly to the women's athletic department and the other women's athletic departments of the San Diego Community Colleges as she was one of the co-founders of the San Diego Women's Intercollegiate Board (S.D.W.I.B.). This became the main governing body of women's athletics for both two- and four-year institutions in San Diego County.

In addition to the vision of this accomplishment, Viola Jeffery successfully coached two to four women's athletic teams each year. She was also active in developing the student constituency through her support of the Women's Recreation Association at Palomar College.

Thus, driven by their compelling shared vision of a strong women's athletic department for Palomar Community College, Donna Reiser, Mildred Ayers and

Viola Jeffery used their outstanding leadership abilities to communicate their vision, persist in their endeavors, empower their constituencies and create an organizational understanding in order to carve a women's athletic program where one had not existed previously. They accomplished this despite their own doubts, conflicts with the men, and their lack of resources. Among their strengths, they had two very essential resources: their students and each other. From this strong symbiotic relationship, the women were able to forge ahead before many of their contemporaries and create a successful and a lasting program. These women shared a belief in a strong women's athletic department. Their compelling vision and symbiotic relationships propelled them toward their mutual goal for a strong women's athletic department at Palomar College. As Mildred Ayers stated: "We did it for the love."¹⁴³

NOTES

¹The Telescope, 6 November 1967, p. 1.

²Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada, . Donna Reiser's background was as follows: Donna M. Reiser grew up in Ohio. Donna Reiser received her Bachelor of Arts Degree from Bowling Green University and her Master of Arts Degree from the University of Arizona. She was previously Director of Girls' Physical Education and Health at Casa Grande, Arizona. For the past two years, she has been a physical education instructor at Citrus Junior College. She came to California. She was at Arizona first...at Casa Grande. She was the only one that had a job... a nurse friend and her brother got out of the navy... so she wrote and got a job at Casa Grande. It got that they couldn't stand the heat any longer. She was at U.C.L.A. for summer school. While at U.C.L.A., she met Marge Smith, a physical education instructor at Citrus Community College, during summer school and they were hiring... so she got a job at Citrus. (Bob) Bowman, a Dean at Palomar College, told her about Palomar College. Citrus played Palomar in football... somehow she met Bowman on a golf course... and he said you ought to come.

³Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada, . Mildred Ayers background is described here: Mildred Ayers did her Bachelor of Science at Southwest Missouri University. "I obtained my Master's Degree at the University of Southern California. Later, I played professional basketball. We (The Shreveport Hosiery Team) beat the B-team at U.S.C. I (started) teaching in Dwight, Illinois and I saw a thing in the Chicago paper advertising teachers in California. Starting salary was \$7,000... oh my gosh, that was money. I was making \$168 per month. And so there were five of us that decided to come to California. I went to L.A.... to the C.T.A... California Teacher's Association. And when I walked in, there were about seventy jobs available. And I didn't know one spot from another. I didn't know anything. The worst thing was my car broke down. It was sitting on the street. I didn't know

(what to do) so I picked out one (high school in)... Riverside... Polytechnic High School in Riverside. So I drove in and I loved the town. There were about 45,000 (people) and I smelled orange blossoms... rubidoux mountains... it was beautiful. I was at Riverside first... I think seven years. I started (in community colleges) at College of the Desert. It (C.O.D.) opened in 1960. I opened with it. That was its first year."

⁴Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Viola Jeffery described her background, "When I graduated (from S.D.S.U.) in 1950, you could not find a job; the market had been flooded. I mean the good jobs not like... it was up in Hemet. They (Palomar College) were going to go part-time and Gert went to church with the gal that counseled at the high school that I was sub-ing at... part-time. Gert told that gal who told me. No advertising. I quit Hemet and reared two kids. I got bored. So I started sub-ing, so I got it. Then they went full-time with that job. Then all this happened... how informal the stuff was."

⁵Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Donna Reiser feelings about the social restraints are described here:

Donna Reiser had felt the social resentment of women in sports as she grew up. She explained her experiences, "When I was back in Ohio when I was growing up, they did away with sports (for girls and women) in Ohio. All the other states but Missouri... they still had teams. But they did not believe in competition for women. The reason was that women got carried away. Well, women would have the preliminaries for the men's basketball. But they got sort of nasty."

⁶Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Mildred Ayers feelings about the social restraints are expressed here:

See the irony of this in the Midwest was that the high schools all had competitive sports for women; I mean basketball. I mean gymnasiums were built for that; they had state tournaments and everything... but what

happened when you got to college, then, was that you had some colleges (that) were doing it (having competition) and some weren't. If you had a person that was head of the department and one of the old thinkers, they refused to have it in their colleges. That's when the Amateur Athletic Union really got big. The A.A.U. was one of the most active organizations in Missouri. They had A.A.U. basketball, A.A.U. softball, A.A.U. track and field... so all of us that had been stymied, so to speak; we joined A.A.U. teams. Then if you were really good with the A.A.U. teams, some of the semi-professional (teams) would pick you up and talk you into playing for them... like Silk Hosiery Company, Goetz Beer. Then when your physical education department found out... when I was in college, they almost kicked me out because I was playing professional ball. When I first graduated, my first job was as a women's basketball coach in the high schools. And like my mother and my aunt's pictures all hang in the hallways back in the nineteen hundreds. Women were kept out of athletics because they thought women should be ladies.

⁷Viola Jeffery, interview by author, 25 July 1988, tape recording Laughin, Nevada. Viola Jeffery experienced similar difficult circumstances in her childhood, "See when I was in my youth, most of it was in A.A.U. or industrial leagues. The companies would sponsor teams... never through schools. Yes, somewhere back there. It (athletics) was a no-no... no way... I ran into it (teaching) in high school. You could have playdays and if you went to a playday, you had to divide your team. You could not go... what was the difference? You had playdays and sports-days. You could not go to sports-days. You had to have playdays."

Later as an undergraduate physical education major at San Diego State University in California, she added, "But California was about the last to come in (to allow athletics in the schools). Because when I went to S.D.S.U., we had enough kids that we wanted to play and we couldn't through S.D.S.U. So we would practice in the classes and then go to the (San Diego) City leagues (in the afternoons). Well, we had to go through... into the city league... in fact, our coach was an instructor (at S.D.S.U.)... at that

time, there weren't that many at State. We had three instructors... the neat one was our coach, so we would go play the city league. All it was was physical education majors from State but there was no place to play. I thought women were barred from athletics through a state legislature... at least that was the stuff they were giving us as teachers... even if we wanted to, we can't do it. California was one of the last to adopt it (a ruling to allow competition in schools). That was a California state thing... this was back in the fifties... with the menstrual period and the temperment. They (officials) said they (women and girls) were emotionally unstable... unable to handle competition. They (California) were one of the last to give it up... to give up this ruling that you couldn't play. Finally, like Millie says, everybody else was playing, but not California. But if you notice the sports that (finally) started in (California) first were like tennis, golf... the feminine ones, or golf, swimming. Then they finally let the team sports in."

⁸Warren Bennis, "Transformative Power and Leadership," in Leadership and Organizational Culture, ed. Thomas J. Sergiovanni and John E. Corbally (Chicago: University of Illinois Press, 1984), 71.

⁹Ibid., 68.

¹⁰Ibid., 67.

¹¹Ibid., 66.

¹²Mildred Ayers and Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Viola Jeffery and Mildred Ayers, Donna Reiser's contemporaries and professors of physical education and athletics at Palomar College, explained Donna Reiser's pioneer spirit, "She likes to take an old table and re-do it. She doesn't like... the nitty-gritty part... the setting... you do this. She can't stand that (the mundane part). She likes to be the one that does the setting."

¹³Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 28.

¹⁴Ibid., 29.

¹⁵The Telescope, 27 May 1955, p. 8.

¹⁶Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

¹⁷The Telescope, 30 September 1955, p. 4.

¹⁸Warren Bennis, "Transformative Power and Leadership," in Leadership and Organizational Culture, ed. Thomas J. Sergiovanni and John E. Corbally (Chicago: University of Illinois Press, 1984), 66.

¹⁹Mildred Ayers and Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Viola Jeffery and Mildred Ayers, Donna Reiser's contemporaries and professors of physical education and athletics at Palomar College, explained Donna Reiser's pioneer spirit, "She likes to take an old table and re-do it. She doesn't like... the nitty-gritty part... the setting... you do this. She can't stand that (the mundane part). She likes to be the one that does the setting."

²⁰Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Donna Reiser conceptualizes herself as a "builder." She emphatically explained:

I go into a school and I want to build a department. Most of the schools I taught in, I did that. I went into Fremont High School and built the department and then I left. I went into Arizona and built the department and then I left. I went into Casa Grande and built the department and then I left. There had not been anyone before because after that, you start nit-pick(ing)... I'm a builder.

²¹---. Personal interview. 25 July 1988. Donna Reiser recalls: The kids, we didn't have a budget, so we would get together and find a pattern (for clothes) and their mothers would make the uniforms and the whole bit, you know.

²²---. Personal interview. 25 July 1988.

²³See note #13.

24 Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

We had, as our facilities, the football field and a tennis court that was nothing more than chicken wire with a net hanging over it. So anyway, on the tennis court we tried to have badminton and we tried to have basketball. We had basketball on the tennis court and then we went out on the football field.

Well, when I came there, of course, we had one building, the men's and women's locker room at Palomar...we had a barracks.... Yes an actual barracks and it was divided into two. We had two showers... one on the men's side and one on the women's side. We had little animal cages for lockers; my office was in there. My equipment room and everything was right there with the kids. Okay. This one shower room we had... and the men kept burrowing holes all the time (to peek).

25---. Personal interview. 25 July 1988. Donna Reiser recalls: We had absolutely no equipment. So what I would do... I would go over to Golfcraft... went over there. They manufactured golf clubs, so I gave them a sad story so they donated alot of clubs so I could have golf... and they gave me balls.

26---. Personal interview. 25 July 1988. Donna Reiser states: For tennis, for example, the kids brought their own rackets and balls.

27---. Personal interview. 25 July 1988. Donna Reiser continues: Then we would go for an invitational playday for all of them (other colleges), but they never came to Palomar because we didn't have any facilities. So I had to do all of the traveling. I was always away. I was going to Los Angeles all of the time with every sport.

28---. Personal interview. 25 July 1988.

29---. Personal interview. 25 July 1988.

30---. Personal interview. 25 July 1988. Donna Reiser described him: Dr. Dunne was the most wonderful administrator I ever worked for. He gave me all of the support in the world because we were small. The

faculty worked together. He (Dr. Dunne) was really pushing athletics. We used to go into the faculty meetings and everybody had their budget. We would present it and Dr. Dunne would say, 'You know we haven't got that much money. What will we do?' But we were small. Everybody gave and... anything he could do for the department, he would. If I would go in and ask for anything, I would get it.

³¹The Telescope, 14 April 1959, p. 4.

³²The Telescope, 30 September 1955, p. 4.

³³Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

³⁴---. Personal interview. 25 July 1988. Donna Reiser explained, "That's how those things were scheduled. You had a friend and you knew them and you would say, 'Okay, let's schedule a game. I have got this opening; have you got it open?' There were no leagues. What they did for me was they actually put me into the W.R.A. (Women's Recreation Association) up there, because I had been at Citrus and I knew all the gals. So, anytime I could get a team, I would take them up and they would accept me in the whole group.

³⁵---. Personal interview. 25 July 1988.

³⁶---. Personal interview. 25 July 1988.

³⁷The Telescope, 21 March 1956, p. 2. When asked about their play, Coach Reiser stated: I think the girls did a marvelous job; their teamwork was excellent. We have a right to be proud since we were the smallest college represented at the playday and took third place out of the fifteen participating teams.

Palomar recorded the following victories:

Palomar defeated Pasadena

Palomar defeated El Camino 21-8

Palomar defeated Mount San Antonio 12-1

Palomar defeated Citrus 16-9

Palomar defeated San Bernardino 16-8

The W.A.A. volleyball team members were:

Maryann Budd, Barabara Burt, Dona Chapman, Annette Guepin, Pamela Jensen, Penny Jensen, Alice Knight, Jacley McCalister, Karen Rees and Valerie Sabin.

³⁸Maura Conlisk, ed., "Statement of Policies and Procedures for Competition in Girls' and Women's Sports," Journal of Health, Physical Education and Recreation 28 (September 1957): 57.

³⁹The Telescope, 10 December 1958, p. 4.

⁴⁰"W.R.A. Mother-Daughter Awards Banquet: 1769-1969," (Palomar College: June 6, 1969). From the scrapbook of Mildred Ayers of Palomar College.

⁴¹The Telescope, 17 December 1958, p. 3.

⁴²Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Donna Reiser stated:

At the present time we are working under the handicap of lack of funds. Funds would enable us to buy uniforms for the girls and also to pay transportation charges to the different places where the sports-days are held.

⁴³The Telescope, 17 December 1958, p. 3.
A delegation will attend the conference of A.W.S.-W.A.A. in Fullerton... and the girls will do a turkey raffle to raise money for a delegation in February 1959 in Monterey, California.

⁴⁴The Telescope, 27 February 1959, p. 4.
February 13-16 at Asilomar in Monterey, California. Those representing Palomar College were Ethel Calderwood, Donna Lee Hobbs, Amelia Hertado, Beverly Simpson, Wilma Gomez and Susan Rogers.(31) Concerning the quality of these student representatives, Donna Reiser stated, "We would go to W.R.A. meetings at Asilomar every year and I had some outstanding women."

⁴⁵Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

⁴⁶Sara Staff Jernigan, "Women and the Olympics," Journal of Health, Physical Education and Recreation 33, (April 1962): 35.

⁴⁷The Telescope, 14 April 1959, p. 4 and 6
Telescope, 20 May 1959, p. 4. Under the guidance of Donna Reiser and student-president Ethel Calderwood, the official name of the organization was changed to

In May, the W.R.A. took time-out from their many activities to honor two of its members: Ethel Calderwood, the outstanding woman athlete of the sophomore class for the year 1958-1959; and Susan Rogers, the outstanding all-around woman athlete of the freshman class. In addition, the association selected its officers for the rest of the year: Ethel Calderwood, out-going president; Beverly Simpson, president-elect; Wilma Gomez, sports manager; Mary Matsumoto, publicity manager and Louise Almond, Inter-club Council Representative. Donna Hobbs was affectionately dubbed the champion gourmet of the W.R.A. Others noted by the organization for their athletic abilities were: Amelia Hertado, for softball; Geirotgia Livingston for golf; and Susan Rogers for reaching the consolation finals of an intercollegiate tennis tournament in Long Beach. The Telescope, 20 May 1959, p. 4. Near the end of 1959, the W.R.A. named their slate of officers for the coming year. They were Bev Simpson, president; Wilma Gomez, vice-president; Mardi Ross, secretary; Nancy Dunn, treasurer; Georgia Livingston, sports manager; Barabara Dey, publicity; and Hannah Low, club counselor.

⁴⁸The Telescope, 29 October 1959, p. 4.

⁴⁹The Telescope, 14 January 1959, p. 4. In January the Palomar W.R.A. opened the year by sending a volleyball team to a tournament at Long Beach City College. The co-educational volleyball team included Bobbie Sabine, Mary Matsumoto, Ethel Calderwood, Kay Winston, Donna Lee Hobbs, Susan Rogers, Dotsy Downing, Linda Gibson, Art Howg, Jim Branch, Al Polhemus, Marshall Bronson, Dave Sherman, Jim Ullrich, Bob Schulz, Richard Dixson and Stan Tulson.

⁵⁰The Telescope, 18 November 1959, p. 4. Members of this colorful basketball squad included Mel Adams, Wilma Gomez, Ameilia Hertado, Carol Kaczynski, Sue Lewis, Georgia Livingstone, Brenda Reed, Beverly Simpson and Beverly Bishop.

⁶¹Ibid.

⁶²The Telescope, 11 May 1960, p. 4.

⁶³The Telescope, 28 September 1960, p. 4. Donna Reiser who realized the value of such a famous speaker in building up interest in the W.R.A. explained her feelings:

...when I contact Dr. Metheny, she said, 'I would love to come.' Because I (Donna Reiser) am trying to get this thing (W.R.A.) rolling. So Dr. Metheny came in as a guest speaker for the W.R.A. That year, I invited all of the schools. Those that came were San Diego City J.C.; Mira Costa sent somebody. So I invited high schools in the area. That's when we started having high school playdays to get kids interested in coming to Palomar so we had high school playdays.

64"Palomar College, San Marcos, Calif., for Immediate Release," Special Collections, from the memorabilia of Mildred Ayers, archery coach of Palomar College.

In 1968, the spring banquet conducted by Coaches Ayers, Jeffery and Reiser drew seventy-six mothers and daughters to the event at the Fireside Inn in Escondido. The Most Valuable Women honored that evening for their sport were Ellie Minor, field hockey; Karen Friedrichs, volleyball and basketball; Kathy Sweeney, tennis; and Sally Larson, golf. Other awards included the W.R.A. Service and Achievement Award, Donna Haworth; Outstanding Woman Physical Education Major, Heather Hodson. A one hundred dollar scholarship went to Kathy Knuppel, a transferring sophomore.

65"Of Time and Tide: Mira Costa, Mesa, Palomar, Grossmont, Southwestern, San Diego City," Special Collections, brochure from the files of Mildred Ayers of Palomar College.

66"The Clubscope: a publication of Inter-club Council," (Palomar College, 18 March 1968), 1, #1.

67Daily Times-Advocate, Escondido, California, 18 March 1968, B-8. From the scrapbook of Mildred Ayers of Palomar College.

68Joan Freitas, to Mildred Ayers, "Orange Glen High School, Glen Ridge Road, Escondido, California," Letter in the hand of Joan Freitas, Special Collections, from the scrapbook of Mildred Ayers of Palomar College.

69Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. In March 1961, Coach Reiser announced that a ten member volleyball team would compete at a tournament in Los Angeles.

Some of the members were Joy Black, Cathy Hower, Nancy Dunn, Wilma Gomez, Linda Jarvis, Sue Schoenburger and Beverly Simpson.(48)

⁷⁰The Telescope, 26 January 1962, p. 4.

Basketball play opened the 1962 year when the W.R.A. squad traveled with the men's varsity team to Antelope Valley J.C. Fran Davenport, Barbara Allshouse, Karren Norell, Tony Anthony, Bev Mottino and Janie Baker played in a special game preceding the men's contest.

70---. Personal interview. 25 July 1988.

⁷¹The Telescope, 30 March 1962, p. 4. The athletic activities continued with the opening of the softball season on March 30. Playing for Palomar College against Antelope Valley J.C. were Laura Louise Ericks, pitcher; Carol Uhden, catcher; Barbara Allshouse, first base; Bev Nakamura, second base; Judy Toyias, third base; Toni Anthony, shortstop; Joan Zeno, Linda Gould and Bev Mottino in the outfield. At the conclusion of this game that was held on the men's baseball field, refreshments were served in the women's locker room. See also: The Telescope, 17 May 1961, p. 4.

⁷²Elizabeth Emmott, "Hockey Team Wins Honors at Tourney," The Telescope, (7 April 1964), p. 4.

The first hockey match of the season was held at Orange Coast College on February 26 with Palomar losing 3-0. Hockey team members included Jackie Henderson, Tony Robinson, Linda Mogle, Linda Hagon, Monica Kadja, Jan Johnson, JoAnn Kelly, Paula Apple, Kathrine Keithely, Sherry Smith, Nancy Sass, Dolly Villallobas and Michele McCarthy.(62) The next field hockey game occurred on March 11 against Long Beach J.C. The results of the contest were not given.

At the conclusion of the season on March 19-20, Palomar College played in the El Camino Tournament. After a week of elimination games, which included a win over Mount San Antonio Community College 2-0, However, after this win, Palomar lost in the finals to Fullerton Community College and concluded their season with a second place finish in the tournament.(64)

⁷³Warren Bennis and Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 217.

⁷⁴Mildred Ayers and Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

⁷⁵Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 39.

⁷⁶Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

⁷⁷Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

⁷⁸---. Personal interview. 25 July 1988.

⁷⁹---. Personal interview. 25 July 1988.

⁸⁰---. Personal interview. 25 July 1988.
Mildred Ayers recalled: The bowling alley... I talked them into giving everybody a coke... a free drink. (The) kids paid their own bowling. We never even thought of... when you talk about money... who ever thought about money because all we wanted to do was just play.

The kids wanted to bowl or play basketball... you never even thought about a meal. The first dollar we got per student... God, that was the biggest thing that ever happened. They (the athletic director or physical education department chairman) came forth and said, 'Come by and treat the kids tonight,' or something. We never even thought of a budget. Mac Wiebe or Rusty. He would say, 'How are the kids doing?' He was always interested. He would say, 'Oh we get an extra \$20 here. Take the kids out for a treat.' Maybe it would come out a dollar a piece or \$1.50. We would get hamburgers. The kids would pack their own lunches most of the time. Or almost every place you went; they would have refreshments... at bowling, especially.

And we (the bowling instructors) kept trying to out do each other. Some would be provided by the cafeteria and sometimes the kids did it... all bring a dozen cookies. Gertie, head of the cafeteria, provided the punch and the kids would bring the cookies.

⁸¹-- . Personal interview. 25 July 1988.
Mildred Ayers remembered: Joe Brennan (basketball coach at Palomar College)... every year for I don't

know how many years even when I was at College of the Desert (Community College) in the early sixties... we went to Palomar. He had an annual basketball tournament which was known all over. I mean it was a big tournament. It was pre-season... top schools... Pasadena... I mean it was packed... that dome (the Palomar College Gymnasium)... you couldn't get people in it. I mean it was a big, big thing every year.

The W.A.A. or W.R.A... we had the concession stand. We made money. The more we sold, the more we got to keep. We would go buy the best buys we could on hot dogs and candy bars and stuff. But we had the concession stand.

(We) had the hospitality room. The W.R.A. was responsible for the hospitality room... handing out the name tags. Then we had the coach's room. The coffee was always on. They would see their standings in the tournament. It was a double elimination and it went on for a week. We got to make money.

82---. Personal interview. 25 July 1988.

Mildred Ayers continued: (We got) old trophies. I went to every garage sale. The bowling alley... I would bowl three nights a week... people would give me their trophies. I would bring in hundreds of trophies. I would go to the trophy place and I knew them real well. I would talk them into exchanging the bowling trophies for basketball and volleyball... because all they had to do was change the figure. For years... all we got was what was donated. (The only thing I paid for was the new engraving).

83---. Personal interview. 25 July 1988. Coach

Ayers recalled: I had bowling classes. What we did... I would call, sometimes, Marie Smith (at Citrus Community College) or Cerritos C.C. because they had bowling classes. I would say, 'Hey, you guys, let's get a date together... you come down on my bowling day and I will come up on your bowling day...' Sometimes, they would bring four or five teams if they had a whole bunch of cars.

84---. Personal interview. 25 July 1988.

85See Note #25.

86Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Viola Jeffery

recalled her experiences about the gymnasium: "... if he wanted it (the gymnasium).... I remember one year, like Mildred said, I had a basketball game scheduled. Wrestling scheduled a tournament... we fought it out. Guess who went to San Marcos (High School) for the game? I had to take my team to San Marcos and meet the team coming up for a league game... we had to go to San Marcos.

87---. Personal interview. 25 July 1988. Well, the men's did come from the student body originally. They would dole out... of course, with us. Anything was great... so we thought we were getting alot. Then we found out what they were getting. When the men made the budget, they would just have one category. Women's physical education is what they called it and it was, at that time, student body funds. Then we found out what we had on the budget.

88---. Personal interview. 25 July 1988. Viola Jeffery recalled:

The girls provided their own shoes; we had uniforms. If they didn't fit, we would put a pin in them... being not used to it, you made do. One year, the kids wanted jackets that had those white W.R.A.'s. They didn't like them. I was talking to Gunny (the equipment man) one day and he says come on up. We went to the men's warehouse. It was Joe Brennan's jackets from ten years before. The girls just loved them... (from) basketball (uniforms). They were authentic... regular warmups. We had those nylon (ones) all the time... something with white and W.R.A. on it. We tried to take the W.R.A. off. We got neat ones (from the men); they were only ten years old. The men had used them, what, two years? (Joe) Brennan had that every other year... one year it was the warmups (that) got changed; the next year, the uniforms. So they were used two years.

89Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Mildred Ayers stated:

We were always scrounging. We also would do things. We already had the hockey equipment; we already had the basketballs. We used the

physical education basketballs. We used our physical education equipment.

90---. Personal interview. 25 July 1988.

91---. Personal interview. 25 July 1988.

92---. Personal interview. 25 July 1988.

Mildred Ayers recalled:

If they thought they could be nice and if we will do something in return... and voting was one thing that we began to get large enough (in staffing numbers) where we had enough... we were pretty evenly matched... for full-time voting... and they would like our votes on alot of things.

⁹³Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Viola Jeffery remembered: It was also the type of thing where any time a vacancy came up... if it was a woman, they wanted to fill it with a man. It wasn't just forget it and that's it; It was football coaches; everything was a football coach. (Jim) Clayton was hired as football. The women agreed not to hire anybody rather than to take a man.

⁹⁴Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

⁹⁵The Telescope, 26 April 1968, p. 2.

⁹⁶Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

97---. Personal interview. 25 July 1988.

⁹⁸Mildred Ayers and Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Both Mildred Ayers and Viola Jeffery recalled their experiences with his leadership style:

He was such a nice person. He could make you scrub the floor and like it. He would come in and say, 'Oh, the schedules, Millie.' He would go home and Millie would work until... then, Rusty would say, 'Oh, I have got the schedules everybody, now.' Then they would come in with a gripe. 'I didn't do it; go see Mildred.' That's the kind of guy he

see Mildred.' That's the kind of guy he was... a neat guy. But he was not a leader. He couldn't make the men do anything he wanted them too. He had good ideas, but he couldn't make those men coaches do anything. He was a lover; not a fighter.

⁹⁹Ellen Gerber and others, eds., The American woman in sport. (Reading, Mass: Addison-Wesley Publishing Company, 1974), 48.

¹⁰⁰Ibid., 48.

¹⁰¹Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Mildred Ayers recalled:

There was no golf for athletics... never was. I worked my butt off (for golf); sent out invitations. You think anyone showed up? San Diego State (was the only college that) showed up. I had a team but I couldn't get anyone to compete. We had badminton because we had the gymnasium.

I had bowling classes. What we did... I would call, sometimes, Marie Smith (at Citrus Community College) or Cerritos C.C. because they had bowling classes. I would say, 'Hey, you guys, let's get a date together... you come down on my bowling day and I will come up on your bowling day...' Sometimes, they would bring four or five teams if they had a whole bunch of cars.

¹⁰²Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison-Wesley Publishing Company, 1974), 75. See also Sara Staff Jernigan, "Women and the Olympics," Journal of Health, Physical Education and Recreation 33 (April 1962): 58.

¹⁰³Joan S. Hult, "National Association for Girls and Women in Sport: 1960-1985" Journal of Health, Physical Education, Recreation and Dance 56 (April 1985), 114.

¹⁰⁴The Telescope, 6 October 1964, p. 4. Mildred Ayers announced the scheduling of intercollegiate games for the seventeen-member field hockey squad against the following colleges: Grossmont, Cal-Western, San Diego State and San Diego City.

The Telescope, 17 March 1964, p. 4. On February 27, the Palomar College Badminton Team competed at the San Diego County Junior College Women's Badminton Tournament. They defeated Grossmont Community College decisively winning all of their matches. Team members included Shereen Smith, Gleena Bradley in singles; Jan Johnson-Toni Robinson and Carol Howell-Elizabeth Von Gausig in doubles.

The Telescope, 12 January 1965, p.4. In January, coach Ayers began preparing her team for the All-Conference Basketball Tournament on February 25 held at Grossmont C.C. Competing schools included San Diego State University, Cal-Western University, and Community Colleges: Southwestern, Mesa and Grossmont. She remarked, "If they (Coach Ayers' students) don't know how to play and are willing to try, I'll teach them." The Telescope, 9 February 1965, p. 4. On February 10, Mildred Ayers scheduled a game against Cal-Western University for her team to gain experience for the tournament.

"Women's Short and Long Basketball Score Book," with full game accounts from February 16, 1966 through April 3, 1968 of Palomar Community College, San Marcos, California. Book obtained from the files of Viola Jeffery, Women's Basketball Coach, Palomar College. In another practice game, the basketball season continued with a fine showing against San Diego State University in which the Comets battled the Aztecs to a 21-21 tie. Lead by high-scorer Kris Anderson, the Palomar College team consisted of Karen Friedrichs, Ellie Minor, Lucy Corralas and Vickie Harlow.

The Telescope, 2 March 1965, p. 3. The day of the tournament arrived and Palomar fared well. The Comets defeated Southwestern C.C. 13-4 but lost to Mesa C.C. 10-4. The results enabled Palomar to win the consolation bracket of the tournament while Mesa won the main division.

Other basketball game results that season were:

The Telescope, 27 April 1965, p. 4. February 18: San Diego State defeated Palomar 23-17

March 16: Palomar against Mesa (away);

The Telescope, 12 January 1965, p. 6.

March 25: Palomar against Mesa (home); results not available

The Telescope, 9 March 1965, p. 4.

March: San Diego State defeated Palomar 31-23

The Telescope, 2 March 1965, p. 3.

April 7: Palomar defeated Cal-Western 27-19

Palomar defeated the faculty 18-17

"Women's Short and Long Basketball Score Book," Special collections, from the files of Viola Jeffery of Palomar College.

The year 1966 opened under the leadership of Coach Ayers on February 16 against the College of the Desert Community College. The team cruised to a 29-9 victory with the play of forwards: Lucy Corrales, Sally Sedwick, Lynn McCarthy, Penny Levittus and Martha Novak. The guards were Robin MacDonald, Francis Craig, Loretta Vedova, Barbara Staggs and Roberta Brown.

The Telescope, 21 February 1966, p. 3. The next game brought headlines in The Telescope: "Women rough in loss to Mesa." Palomar succumbed with a 35-22 score. After the loss, Coach Ayers commented, "Our forwards couldn't even see the basket. The average height of the Mesa team is 5'11" and our is 5'5." The Mesa team included Rennie Baire, an Olympic track star.

The Telescope, 14 March 1966, p. 3. During the next game, the Palomar Comets got some relief with a 32-14 conquest of the College of the Desert. The Telescope, 21 March 1966, p. 3. A re-match with powerful Mesa Community College came on March 14 as Palomar suffered another defeat 25-23. "Women's Short and Long Basketball Score Book." The season concluded with arch rival, San Diego State, as the Comets were handily beaten 22-10.

The Telescope, 3 March 1964, p. 4. On February 20, the women's tennis team defeated Compton J.C. at Compton winning three of five matches. Individual results reported in The Telescope were:

Singles: Karen Peterson won 6-1, 6-2

Bonnie MacIntyre lost 6-1, 6-4

Doubles: Carolyn Brady and Bobbie Wheatly won 6-1, 6-3

Mrs. Birge Anthony and Bonnie Beckhardt won 6-2, 6-2

The Telescope, 25 February 1964, p. 4. The first home match for the tennis team was against Santa Ana Community College on March 5. The Telescope, 17 March 1964, p. 4.

During this same month, the women racqueteers defeated Orange Coast Community College 4-1 and Compton Community College 5-0. In addition to the players mentioned above, the Palomar lineup also included Carol Yuden at Number Two Singles.

The Telescope, 26 May 1964, p. 4. The team continued the season at the Ojai Invitational Tennis Tournament where they met competition involving both two-year colleges and four-year universities. Carol Yuden and Carolyn Brady lost first round singles matches while Bonnie MacIntyre and Griffith lost at 7-5 in the third set of doubles.(68)

The Telescope, 26 May 1964, p. 4. As the team headed for the last event of the season, The State Tournament at Fullerton Community College on May 9, Coach Reiser proclaimed, " The results indicated that the team came close to her prediction:

- #1 Singles: Bonnie MacIntyre advanced to the semi-finals before losing;
- #2 Singles: Karen Griffith reached the finals before losing;
- #1 Doubles: Bonnie Beckhardt and Karen Peterson progressed to the finals before losing;
- #2 Doubles: Bobbi Wheatly and Carolyn Brady advanced to the finals before losing.

E. Emmott, "Girl Invades Boys' Sports World; Joins Tennis Team," The Telescope, 14 April 1964, p. 4. The tennis season would not be complete without the reporting of another historical event at Palomar College. As announced in The Telescope, "Girls are invading the boys' sports world!" An attractive Palomar co-ed, Bonnie MacIntyre, is playing for the boys' varsity tennis team." The men's Palomar College tennis coach, Cecil McGehee, reported that Bonnie started playing last year when the (men's tennis) team was short of players on several occasions. Her first match was with the College of the Desert which she won. Against the Naval Training Center, she played doubles with Robert Vaughan and they also won. In a match with the University of San Diego, she played singles and doubles with Brad Bean and she won both events. In commenting about her opponents, Bonnie recalled, "The only team that seemed kind of shocked to see a girl playing was U.S.D.... they kept commenting on it." (72) This is her second year on Palomar teams.

The Telescope, 2 March 1965, p. 3. In March, under the leadership of Coach Calderwood, the women's tennis team schedule was announced:

- Palomar against Orange Coast College in March
- Palomar against Cal-Western University in March
- Palomar against San Diego State in May

*Return match with all of the above; to be arranged

The season concluded with the All-San Diego Tournament which included four year institutions: San Diego State and Cal-Western and Community Colleges: Grossmont, Southwestern, Mesa and San Diego City.

The Telescope, 16 May 1966, p. 3. The women's tennis team opened their season with a 4-1 defeat of the College of the Desert on April 27. Victorious players were Carole Ryerson, Carol Gunning, Becky Bodenhamer, Dena Tullius, Roberta Brown and Penny LeVitus. On May 3, Mesa Community College defeated Palomar with the lone Comet winner, Karen Krennek. A week later, the Palomar racqueteers battled Mesa to a tie. Grossmont was the next scheduled contest.

The Telescope, 22 March 1968, p. 2. Under new head coach Tony Lynds, Palomar College upset Mitties McDonald, the number one, lost her first set but came back for a 6-0 win to score one point. Other racqueteers in singles were Ramona Castellanos, Nancy Kimberling and Karen Toth. The doubles teams of Kathy Sweeney-Karen Bonnett and Ellie Minor-Barbara Beddard scored six and eight points respectively. Other Palomar match scores were: The Telescope, 19 April 1968, p. 2. April: Palomar defeated Grossmont 16.5-15.5. The Telescope, 26 April 1968, p. 2. April: Palomar defeated San Diego State 35-33.

The Telescope, 23 May 1969, p. 2. See also "Finals," from the files of Gay Cox which reported the following conflicts in results from The Telescope: A-Singles was won by Driscoll of L.A. Harbor, 3-6, 6-4, 6-3; B-Singles was won by Coookie Lelevier of Grossmont and Ramona Castellanoes of Palomar was the runner-up, 3-6, 7-5, 6-4. Solid performances were given by Nancy Kimberling who won the prestigious singles title in the A-Division; Karen Bonnett-Kathy Sweeney who took first in A-Doubles; Ramona Catallanos who captured first in the B-Division Singles; and Ellie Minor-Barb Beddard who placed first in B-Division Doubles.

¹⁰⁵The Telescope, 10 October 1964, p. 4.

¹⁰⁶The final score against San Diego State was a 1-1 tie.

¹⁰⁷The Telescope, 8 December 1964, p. 4.

¹⁰⁸The field hockey team ended the season with a 1-1-1 record.

¹⁰⁹From the scrapbook of Mildred Ayers. The Comets scored a 3-0 defeat of Grossmont followed by a 7-0 trouncing of San Diego Mesa. Play was highlighted by Ellie Minor who scored the first goal within the opening minutes of play. Also during the first half, Joanne Murphy scored the next two goals for Palomar College.

¹¹⁰The Telescope, 28 February 1969, p. 2. The team members were Nancy Kimberling, Ramona Castellanos, Ellie Minor, Barbara Beddard, Gloria Perez, Cheryl Virgin, Judy Gootgeld, Cheryl Jouey, Salley Larson, Linda Lyman and Joanne Murphy.

¹¹¹"Policies and Regulations for Field Hockey: 1971-1972 Season," Special Collections, from the files of Gay Cox of Grossmont College.

¹¹²The Telescope, 15 January 1971, p. 2.

¹¹³The Telescope, 15 January 1971, p. 2. Other Palomar players were Marie Nichols, Genie Lebedeff, Clarice Lawrance, Beth Purvis, Premilla Anklesaria, Pat Claypool, Janet Tracy, Janice Coombs and Jeanie Crickmore.(249)

By the fall semester of 1971, Palomar had virtually a new hockey team. Team members consisted of Nancy Burnham, goalie, Terry Tweeten, Karen Paulsen, Patty Bryant, Susie Lloyd, Susan La Grane, Clarice Lawrance, Janice Smith, Gretchen Strobl, Marieanne Perrault, Sue Stanley and Marilyn Uhland. Alternates were Jole LeBoush, Kathy Vanoni and Elain Sonoda.

The Telescope, 3 December 1971, p. 2. The team, lead by Gretchen Strobl with two goals, began their season on a winning note with a 4-1 victory over San Diego Mesa on November 23. Other scorers with singular goals were Marieanne Perrault and Sue Stanley.

"Results of Field Hockey Tournament: 1971-1972," from the files of Betty Hock.

Other Comet results through December 1971 were as follows:

November 30: U.S.I.U. defeated Palomar 1-0
December 7: San Diego State defeated Palomar 1-0
December 9: Grossmont defeated Palomar 2-0
December 16: San Diego State defeated Palomar 2-0

Palomar concluded the season with a 3-1-4 mark.

¹¹⁴Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985) 39.

¹¹⁵Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Mildred Ayers stated: I try to make the new archers feel the school has put an investment in them and they have large footsteps to walk in.

¹¹⁶---. Personal interview. 25 July 1988.

¹¹⁷The Telescope, 7 March 1967, p. 3-4. Only in their second year of existence, the Palomar College coeducational archery team competed against sixty-three colleges and universities in the National Archery Tournament in Las Vegas held on February 11-12. Kathy Keane won the women's division and David Peppin won the barebow competitions. The Comets scored 800 of 1,200 points with Ohio State University taking first place.

Following this tournament, the archers shot a telegraphic meet, in which scores are telephoned to participating colleges, against the University of Arizona, Arizona State University and San Bernardino Valley Community College. A second telegraphic meet was conducted with the University of Pennsylvania at the end of March.

The Telescope, 23 May 1967, p. 4. Coach Ayers announced that the Intercollegiate State College Meet would be held at Long Beach Community College on April 1. The archery team continued their winning ways placing second in the Invitational National Tournament in May at San Bernardino Valley Community College. Other colleges that competed in this invitational event included Arizona State University, San Diego State University, and the following community colleges: Mt. San Antonio, Citrus, Los Angeles, Long Beach and San Bernardino. As a result of this tournament, the team also qualified for the Nationals to be held in Tempe, Arizona in October. Also reported in The Telescope, 7 March 1967, p. 3-4. The spring semester ended for the team with competition in the National Collegiate Invitational Telegraphic Meet involving seventy-four colleges on June 8, 9, and 10. The Telescope, 24 October 1967, p. 4. The opening of the fall semester found the archers in the Sun Devil Classic Telegraphic Shoot on October 25 with Arizona State University. Following this event, the Comets participated in The U.S. Intercollegiate Archery

Tournament on November 17-18 at Arizona State University. The Telescope, 5 December 1967, p. 2. The last archery event of the year hosted by Palomar College was the First Annual Palomar Invitational Tournament in December against San Fernando State College and Pierce Community College.

The Telescope, 3 May 1967, p. 2. The year ended with the announcement by Coach Ayers that Palomar College had won the N.C.A.C. Telegraphic Meet which included over 150 colleges and universities.

¹¹⁸Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Mildred Ayers recalled:

Archery was a little bit different in that Margaret Clan, who is known as the mother of archery in Arizona, and Lorraine Pazzola from San Bernardino and the gal from East Stroudsburg, Pennsylvania, flew into San Diego and met at my house and spent the weekend. And we set up the first archery conference... all the rules, by-laws... everything in the Southwest Regional States. Palomar was the only one... in the San Diego area... that had this.

Then it grew so large that there were sixteen teams in our conference. It was too big. So we split it and we had the Foothill League which included the ones (colleges) up in San Bernardino and up that area and then... the Coast League which was Long Beach, (Cyprus), Cerritos. We split it through the center and put eight teams in each category.

Coach Ayers remembered other conferences in which the archery team competed. The Southern California Community College For Intercollegiate Athletic Conference (S.C.C.C.I.A.C.) always had their little tournament every year that everybody came to.

¹¹⁹---. Personal interview. 25 July 1988.

The Telescope, 1 March 1968, p. 2. In 1968 the archery team began a very busy spring semester with a meet against San Bernardino Vally College and San Fernando State College on March 1. The Telescope, 8 March 1968, p. 2. Taking second in the mixed category, the varsity women bowman included Lynda Jessen, Kathy Keane, Maggie Duffy and Heidi Weflen. The Telescope, 3 May 1968, p. 2. In April the Palomar women, Maggie

Duffy and Heidi Weflen, placed eighth and ninth at the Long Beach State College Invitational competing against Long Beach State, San Fernando State, Cal State Los Angeles, Los Angeles Pierce, and Arizona State.

The Telescope, 10 May 1968, p. 2. On May 3, the archery team traveled to San Bernardino Community College where they competed in the State Junior College Tournament.

The Telescope, 12 November 1968, p. 2. Following this tournament, the archers competed in the Regional Championships of the National Collegiate Tournament placing third as a team.

The Telescope, 10 May 1968, p. 2. Maggie Duffy won the highest placement from the distaff side of the team ranking fifteenth out of forty-eight women.

The Telescope, 29 March 1968, p.2. Finally during this spring semester, Coach Ayers announced that Palomar had won a telegraphic meet sponsored by Arizona State University which included fifteen participating colleges and universities.

The Telescope, 12 November 1968, p. 2. November of the 1968 school year found the Palomar archery team at the Southwest Regional Intercollegiate Meet at the University of Arizona. The Comets captured first place with a score of 8,308 defeating the University of California at Los Angeles, California State College of San Fernando, California State College at Long Beach, and the University of Arizona. Women members of the Palomar squad were Maggie Duffy, Terry Gibson and Judy Gibbs. By winning this tournament, Palomar also qualified for the U.S. National Intercollegiate Meet next May.

120---. Personal interview. 25 July 1988.

121---. Personal interview. 25 July 1988. She recalled:

Oh God... Christman raffles... donations... everybody had to bring in at least ten gifts. We raised \$5,000 one year. We went to East Stroudsburg, New York. We raised \$5,000 almost that year. We had two shoot-a-thons, like marathons. Some of the kids earned as much as \$800 to \$900 a piece. They would each have one hundred people signed up.

¹²²The Telescope, 28 March 1969, p. 2. The season began with the Two-State Archery Tournament conducted at Palomar College in March. The Comet women placed third among all the women who competed with 3,870 points. The first place winner, for women, was Arizona State University which garnered 3,930 points. In the mixed division, Palomar placed third with 4,241. Because of these high placed finishes in the various events, the Palomar team finished first in the tournament. Coach Ayers described the conditions in which the tournament was played, "The meet was held in a driving rain at times."

The Telescope, 18 April 1969, p. 2. April brought incredible triumphs to the archery team as three archers qualified for the U.S. Nationals that were to be held on May 1-3 at Arizona State College. Terry Gibsen captured first place in qualifying for the nationals. Coach Ayers remarked about her historical performance, "This is the first time a Palomar woman has won first place since the archery team started blossoming four years ago. She shot a 556 Columbia round to pace the women." The mixed team of Frank Pallan, Gale Cavalin, Terry Gibsen and Maggie Duffy also won first place.

The Telescope, 2 May 1969, p. 2 and The Telescope, 9 May 1969, p. 2. At the U.S. Intercollegiate National Tournament on May 1-3 in Arizona, the Palomar women and men placed fourth competing against thirty-five colleges and universities including the University of California at Berkeley, Michigan State and Louisiana State.

The Telescope, 23 May 1969, p. 2. The archery team concluded the spring semester by winning first place in the Southern California Junior College Tournament at Rio Hondo. Competing against thirty teams from fifteen colleges, Terry Gibsen, Maggie Duffy, Frank Pallan and Dan White took third in the first division. However in the second division, the Palomar mixed team of Carol Goeppinger, Sally Larsen, Jim Shepherd and Harry Olmstead captured first. In the women's division Terry Gibsen and Sally Larsen placed fourth and fifth respectively.

The Telescope, 5 December 1969, p. 2. In December, the Comets competed for their third straight team championship in the Eighth Annual Southwestern States Intercollegiate Archery Tournament at Tuscon, Arizona. Their chances for the championship

looked good because of the recent first place finish by Terry Gibsen at the Long Beach Invitational Tournament.

The Telescope, 19 December 1969, p. 2. Thus, for the first time in the history of the Palomar College archery team, the women archers took first place at this tournament. Shooting under conditions which included forty mile per hour winds, the women won in the final hour of shooting by taking a forty point lead. The first place team consisted of Terry Gibsen, Carol Goeppinger, Jeanette Lopez and Monica Grage. In Division One of the Mixed Event, Terry Gibson, Dan While, George Plocic and Rich Risley took second. In Division Two, the mixed team of Monica Grage, Jesse Balderrama, Frank Pallan and Rudy Folds placed third. Commenting about the entire team's effort, Coach Ayers remarked, "If this year continues, it could be one of the greatest for Palomar archers."

The Telescope, 16 January 1970, p. 2. In January the Palomar College archery team opened its 1970 season by defeating Mt. San Antonio College and Citrus College. A first place performance came from Terry Gibsen while Carla Goeppinger placed third. The women's team of Gibsen, Goeppinger, Monica Grage and Gay Gilchrest captured first place in team honors. This was the second straight first place that the women's team had this year.

The Telescope, 13 March 1970, p. 2. One hundred twenty-five competitors representing over fifteen colleges and universities arrived at Palomar on April 10th for the Second Annual Invitational Tournament. Included in the competition was the Arizona State College team whose coach was Margaret Klann, the National Archery Association's Representative for the 1972 Olympic Board. The Palomar women's team members were Terry Gibsen, Monica Grage, Carol Geoppinger, Jeanette Lopez, Dianne Davis and Gay Gilchrest. When asked about her team's prognosis, Coach Ayers replied, "This year's archery team may prove to be the best in the history of the school."

The Telescope, 10 April 1970, p. 2. She added that ace archer, Terry Gibsen, "is the dark horse since she has been shooting All-american scores this year."

The Telescope, 24 April 1970, p. 2. The Telescope reported that, indeed, the Palomar archery team won its own invitational tournament in April. Since that victory, the archers won the State Team

Championships at Long Beach, California. Terry Gibson took top honors in the women's division shooting a 741 American tally and a 590 Columbian score for a 1,331 total to reign as California's Women's Champion. In the women's division, the Palomar team of Terry Gibson, Monica Grage, Jeanette Lopez and Carol Geoppinger placed second with 4,939 behind San Bernardino Community College with 4,955.

The Telescope, 15 May 1970, p. 2. In May, the Palomar mixed team took first at the Twenty-Second Annual Southern California Junior College Tournament with a 2,591 total. Terry Gibson set a history-making Southern California Junior College record for women with a Columbia score of 608.

The Telescope, 25 September 1970, p. 2. Coach Ayers opened the fall term with the announcement that Terry Gibson of Escondido had been selected to the 1970 All-American National Intercollegiate Archery Team. Coach Ayers beamed, "It is the highest honor available to a collegiate archer who has demonstrated her excellence in skill and integrity in behavior." Gibson also earned the Southern California Intercollegiate and Junior College Women's Championship for 1970.

The Telescope, 6 November 1970, p. 2. In closing the year, the Palomar women archers brought back the coveted Jewel Hamilton Silver Bowl by winning the Ninth Annual Southwestern States Regional Championships with a first place finish in the women's division. The prize has not been won by a California school for nine years. Monica Grage smashed nine records while setting eight new marks. She broke the U.S. Intercollegiate Champion's record for the Fita round. Her total score was 1,797. Second place went to Terry Gibson. The women's team members included Monica Grage, Terry Gibson, Gay Gilchrest and Carol Goeppinger.

The Telescope, 19 February 1971, p. 2. The 1971 year was an ambitious one for the Palomar College archery team. They began the season with a match against San Bernardino Valley College on February 19. Women team members included Women's Champion and All-American from last year, Terry Gibson, as well as Monica Grage, Carol Geoppinger and Sandy Passmore.

The Telescope, 5 March 1971, p. 2. In March, Palomar won first place in the women's and mixed events against Citrus Community College. The women archers who took each first place honor were Terry Gibson,

Sandy Passmore, Carol Geoppinger and Gail Cavanagh. In addition, All-American scores were shot by Gibson.

The Telescope, 19 March 1971, p. 2. On March 11 the team traveled to Walnut, California for a mini-Junior College Tournament against Citrus, Mount San Antonio, San Bernardino and Pierce. Palomar placed second in the women's competition. The Telescope, 2 April 1971, p. 2. Palomar suffered a loss on March 19 against San Bernardino on the Comets home turf.

The Telescope, 16 April 1971, p. 2. The archers entered as defending champions in the California State Tournament at Long Beach City College on April 15. Representing Palomar were Terry Gibson, Jerrie Cheung, Carrol Geoppinger, Monica Grage and Sandy Passmore.

The Telescope, 23 April 1971, p. 2. The Telescope reported that the archers faced with "near gale wind conditions and rain against twelve colleges." Palomar lost their title placing second in the championships. However, a bright note was the intact record set by Terry Gibson the previous year.

The Telescope, 7 May 1971, p. 2. The final competition for the Comets this spring was the U.S. Intercollegiate Championships held at Tempe, Arizona ending on May 1. The event included representatives from twenty-nine states. Sandy Passmore captured first place in the women's division followed by teammates Terry Gibson, Monica Grage and Carol Geoppinger. As a team, the Palomar archers took fourth place defeating Purdue University, Florida State, Brigham Young University and others.

The Telescope, 14 May 1971, p. 2. When asked about the team which placed fourth in the nation, second in the state and in Southern California, Coach Ayers said, "They brought honor to themselves and to Palomar. They probably were the strongest team in depth that the school has ever had."

The Telescope, 28 May 1971, p. 2. Further she added, "One of the highlights for the team was winning the Jewel Hamilton Silver Bowl at the Arizona tournament. the award is one of the most coveted prizes in archery." Monica Grage set nine records in the tournament along with other favorite Terry Gibson who holds a state record.

The Telescope, 29 October 1971, p. 2. The archery season began in the fall with a new team of neophytes for the women at Palomar College. The distaff members were Bonnie Bass, Sharon Kilgore, Barbara Schettler and Gail Vittioe. When quizzed about the new squad, Ayers replied, "The new team is one of the best balanced squads we have had in several years, but it takes two or three years to build a champion archer." In mid-October, the team placed second in a mini-tournament in San Bernardino. However Bonnie Bass and Barbara Schettler for Palomar placed in the top four archers.

The Telescope, 5 November 1971, p. 2. By November the four fledgling members of the women's squad progressed to the point that they reached third place among a field of fourteen colleges and universities in the Southwest Regional Championships at Tuscon, Arizona.

The Telescope, 3 December 1971, p. 2. Lead by top scorer, Sharon Kilgore, the Palomar women captured first place in the Third Annual Long Beach Forty-niner Meet on November 19. The rest of the team included Gail Vittioe, Barbara Schettler and Bonnie Bass. Competition at the meet ranged from four-year institutions such as the University of California at Long Beach to the following community colleges: Cerritos, Citrus, Harbor, Glendale and Mount San Antonio.

The Telescope, 10 December 1971, p. 2. The women's team concluded the year with a second place finish at the Inland Invitational Meet at Citrus College on December 2. Archers came from the following community colleges: Cerritos, Citrus, Cypress, Glendale, Harbor, Mount San Antonio, Rio Hondo, Riverside and San Bernardino. The four-year schools were represented by California State College at Los Angeles.

¹²³Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada. Mildred Ayers recalled: I know I have made a lot of mistakes when I reflect back through the past years and realize how little I knew when I committed myself to building an archery program. It's just that it is hard to believe how far competitive archery has come and how many changes have taken place since I entered (my team) in a little shoot with fiber glass bows back in 1966.

Lorraine Psczola and Margaret Klann were certainly responsible for my motivation.

124"Women's Short and Long Basketball Score Book," Special Collections, from the files of Viola Jeffery of Palomar College.

The basketball team started the year in the winning column with a 29-27 victory against San Diego Mesa Community College on March 2. Lead by high scorer Kris Anderson with fourteen points, the other Palomar performers included forwards: Karen Friedrichs, Ellie Minor, Lucy Corrales and Vicky Harolow. Gail Eldridge, Sue Dawson, Donna Haworth and Janis Fenton competed as guards. This opening victory of the season was followed by a streak of four wins:

March 7: Palomar defeated C.O.D. 18-13

March 13: Palomar defeated Grossmont 35-8

March 17: Palomar defeated C.O.D. 29-10

March 28: Palomar defeated Mesa 36-32 On

April 5 the Comets sustained their first loss against San Diego State University by a score of 33-24. The Telescope, 11 April 1967, p. 3. The hoopsters finished with a second place in their conference. A final game was scheduled for April 11.

In a newspaper article from the files of Viola Jeffery, Basketball Coach at Palomar College: In 1968 Palomar began a very successful season by defeating Grossmont in the opener 44-18. Lead by high scorer Karen Friedrichs, the other Comet team starters were Ellie Minor, Di Risch, Heather Hodson, Gail Eldridge and Donna Haworth. The rest of the team included Fran Craig, Sally Larson, Cheryl Jourey, Nancy Kimberling and Ramona Costellanos.

Palomar continued its S.D.W.I.B. conference schedule playing each school twice before the conference championships which were slated for April 3. "Women's Short and Long Basketball Score Book."

Other conference game scores were as follows:

March 4: San Diego State defeated Palomar 26-23

March 6: Cal-Western defeated Palomar 35-26

March 15: Palomar defeated College of the Desert 35-20

March 18: Palomar defeated San Diego Mesa 59-9

March 20: San Diego State defeated Palomar 27-25

March 27: Palomar defeated Cal-Western 45-37

125The Telescope, 5 April 1968, p. 2. The Palomar team won by a score of 34-27. Lead by high scorer Karen Friedrichs with thirteen points, the Palomar team consisted of Toni Thompson, Fran Craig, Ellie Minor, Suely Larson, Cheryl Jourey, Nancy

Kimberling and Ramona Castellanos. Other members were Gail Eldridge, Heather Hodson, Donna Hayworth and Di Risch. As reported in The Telescope, the champions were so excited that they threw Coach Jeffery into the showers. For the record, Cal-Western defeated the College of the Desert that night by a score of 37-17 to capture the consolation bracket of the tournament.

From "The Official Basketball Scorebook: The Division for Girls and Women's Sports," March 4, 1968 through April 19, 1971, Special Collections, from the files of Viola Jeffery, Basketball Coach, Palomar College. On February 22, 1969, the Comet hoopsters opened the year on the road with a 43-32 victory over Cal-Western. Lead by high scorer Jo Murphy with eight points, the Comets team consisted of Di Risch, Sally Larson, Cheryl Jourey, Karen Bonnett, Ellie Minor, Nancy Kimberling, Lin Lyman, Barb Beddard and Romona Castellanos. Four days later, San Diego State defeated Palomar 30-26.

The hoopsters worked at an exhausting pace the next few weeks toward a scheduled re-match with San Diego State to be held at Palomar on March 11. The game was everything the team thought it would be. The game went into overtime and after thrilling performances by the Comet players, Palomar won 29-27. The excellent play was lead by Ellie Minor who scored in double figures with twelve points. Solid performances were also put in by Jo Murphy and Cheryl Jourey who each scored seven points.

On February 22, Palomar Other games this season were:

- March 13: Palomar defeated Southwestern 74-14
(away)
- April 9: Palomar defeated San Diego Mesa 31-14
(away)
- April 11: Cal-Western defeated Palomar 45-36
(home)
- April 18: Palomar defeated San Diego Mesa 58-20
(home)

126"Official Basketball Scorebook: The Division for Girls and Women's Sports," Special Collections, from the files of Viola Jeffery. The Comet record was as follows:

- February 17: Palomar defeated Cal-Western 44-24
: San Diego State defeated Palomar
43-27
- March 13: Palomar defeated Southwestern 28-25
(home)

March 16: Palomar defeated San Diego Mesa 47-17
(home)
 March 18: Palomar defeated Grossmont 47-23 (away)
 Palomar defeated Cal-Western University
 56-13
 April 2: Palomar defeated Grossmont 39-22 (home)
 April 6: Palomar defeated San Diego Mesa 57-18
 (away)
 Palomar defeated Southwestern 36-27

"Official Basketball Scorebook: The Division for Girls and Women's Sports," Special Collections, from the files of Viola Jeffery, Basketball Coach, Palomar College.

The 1971 basketball team had a difficult year against other colleges and universities as is represented in the following schedule:

1. February 23: Cal-Western defeated Palomar 40-22 (away)
2. February 24: Palomar defeated Fallbrook High School 40-11 (home)
3. March 1: Palomar defeated Fallbrook High School 42-27 (away)
4. March 3: Cal-Western defeated Palomar 43-29 (home)
5. March 11: Southwestern defeated Palomar 35-30 (away)
6. March 17: Palomar defeated San Marcos High School 49-45 (away)
7. March 24: San Diego Mesa defeated Palomar 46-39 (away)
8. March 29: Grossmont defeated Palomar 45-39 (away)
9. April 13: Grossmont defeated Palomar 35-25 (home)
10. April 19: San Diego State defeated Palomar 28-23 (home)

Team members for the squad included C. Daugherty, J. Crickmore, D. Gates, E. Carr, J. Combs, C. Lawrence, V. Finch, K. Feeney, and L. Oliver.

¹²⁷The Telescope, 21 April 1964, p. 4.

¹²⁸Elizabeth Emmott, "Girl Invades Boys' Sports World; Joins Tennis Team," The Telescope 14 (April 1964), 4.

¹²⁹The Telescope, 22 March 1968, p. 2. The score was 22-10. The next event for the Comets was the

Sixty-Eighth Annual Ojai Tennis Tournament in April. Representing Palomar in singles was Ellie Minor who lost to the top seed from Fullerton, 6-0, 6-1. In doubles, the team of Kathy Sweeney-Karen Bonnett lost in three sets to a L.A. City team, 3-6, 6-4, 4-6.

The Telescope, 3 May 1968, p. 2. An unusual scheduling arrangement next pitted Palomar College against San Marcos High School, "in a match highlighted by the duel of Kathy Sweeney versus Ann Lebedeff (of San Marcos High School) who is the (highest) ranking junior player in the county." (179) Results were not available.

Later in the Comets schedule, Palomar played Grossmont. The score was not reported. To conclude the season, the netters were scheduled for a championship tournament on May 9-10 in Long Beach.

¹³⁰The Telescope, 25 April 1969, p. 2.

¹³¹The Telescope, 2 May 1969, p. 2. The Comets had an outstanding performance by their doubles team of Kathy Sweeney-Karen Bonnett who were finalists losing to an American River team, 6-1, 1-6, 2-6. In singles play, Palomar's Barb Beddard played well before losing in the quarter-finals 1-6, 2-6.

¹³²"Finals," Special Collections, from the files of Gay Cox of Grossmont College, El Cajon, California. Palomar placed first with twelve points, followed by Santa Monica and L.A. Valley Community Colleges tied at ten. The Telescope, 23 May 1969, p. 2.

See also "Finals," from the files of Gay Cox which reported the following conflicts in results from The Telescope: A-Singles was won by Driscoll of L.A. Harbor, 3-6, 6-4, 6-3; B-Singles was won by Cookie Lelevier of Grossmont and Ramona Castellanoes of Palomar was the runner-up, 3-6, 7-5, 6-4. Other community colleges in the tournament included Los Angeles City, Long Beach City, Mt. San Antonio, East Los Angeles, Fullerton, Chaffey, Golden West, Grossmont, Santa Ana, Cypress, Pasadena and others.

Donna M. Reiser to Gay A. Cox, 5 May 1970, Special Collections, from the files of Gay A. Cox of Grossmont College. Donna Reiser continued to direct the women's tennis team in 1970. She sent letters to all tennis coaches in the S.D.W.I.B. announcing the San Diego Women's Tennis Coaches Tournament at Palomar

College on May 26. The entry fee was a nominal \$1.50 per player plus three cans of tennis balls per team.

133"Results of the Southern California J.C. Tennis Tournament, 1970," Special Collections, from the files of Gay Cox, Grossmont College. Ann Lebedeff defeated Darlene Roberts of Santa Monica Community College in the finals, 6-0, 6-2. Other Palomar scores in the tournaments were:

- A Doubles: Kimberling-Beddard of Palomar College were defeated by Gage-Flannagan of Los Angeles Valley, 6-1, 4-6, 6-1
- B Singles: Wendy Wetzel of Palomar College was defeated by Annette Schenley of Los Angeles Valley, 6-1, 6-4
- B Doubles: Ingraham-Glauser of Palomar College were defeated by McClung-Flannagan of Los Angeles Harbor College, 12-10, 3-6, 6-3
- C Singles: Cheryl Journey of Palomar College was defeated by Huber of Fullerton College, 6-3, 6-3.

The Telescope, 5 March 1971, p. 2. The 1971 tennis team began the year on a sour note losing to the University of San Diego by a score of 3-1. The lone Palomar score, however, occurred at Number One Singles as Janice Coombs defeated Mary Ann Dooly 6-4, 1-6, 6-4. The losses for the Comets came from Pam Glouser at Number Two Singles; Wendy Wetzel-Debbie Ingraham at Number One Doubles; and Premila Anklesaria-Beth Purvis at Number Two Doubles. The team hoped to redeem itself with a match against Southwestern College next week.

"1971 Spring All League Tennis Tournament (Sports day)," Special Collections, from the files of Gay Cox, Grossmont College. Beth Josi, a student coordinator at the University of California at San Diego, announced the Fifth Annual All-League Tennis Tournament Sports day on May 14. Play was limited to those players or teams with outstanding win-loss records. Each college submitted two singles and two doubles but a player could not play both. Play was determined by one pro set. Entry fee per player was \$1.50.

"San Diego Intercollegiate Women's Board: Tennis League 1971," Special Collections, from the files of Gay Cox, Grossmont College. The S.D.W.I.B. double round schedule of dual match play for 1971 involved the following four universities: U.C.S.D., U.S.D., San Diego State, Cal-Western (U.S.I.U.), and four community

colleges: Palomar, Grossmont, San Diego Mesa, and Southwestern. (See appendices for the complete schedule of play including dates and home-away delineations).

"Results of the S.C.J.C.I.A.C. Women's Tennis Tournament, 1971," Special Collections, from the files of Gay Cox, Grossmont College. On May 20-22, the team concluded the year by participation with twenty-eight other community colleges in the Southern California Junior College Intercollegiate Athletic Championships.

Results of the Comets matches were:

- First Singles: Janice Combs of Palomar College defeated Angie Buduan of the College of the Desert, 6-0, 6-1
Jane Porphir of Santa Ana College defeated Janice Combs 4-6, 6-3, 6-0
- First Doubles: Ingraham-Dehler of Palomar College defeated Obeso, Aceves of East Los Angeles College 4-6, 6-4, 6-2
Wilcox-Condon of Pasadena College defeated Ingraham-Dehler 6-0, 6-1
- Second Singles: Pam Glouser of Palomar College defeated Sylvia Mireles of Los Angeles Valley College 4-6, 6-0, 9-7
Pam Glouser defeated Pat Flanagan of Los Angeles Harbor College 6-0, 6-1
Sharon Rawlings of Riverside College defeated Pam Glouser 6-0, 7-5
- Second Doubles: Bylan-Miller of Palomar College defeated Bader-Henry of Golden West College 6-1, 6-2
Langmade-Sparks of Pasadena College defeated Bylan-Miller 6-1, 6-1
- Third Singles: Barbara Faurot of Glendale College defeated Evonne Carr of Palomar College 6-0, 6-1
- Fourth Singles: Carol Wright of Fullerton College defeated Rose Mendoza of Palomar College 7-5, 6-3
- Fourth Doubles: Purvis-Ankesaria of Palomar College defeated Shahan-Jacobs of Los Angeles Pierce College 6-2, 6-0
Purvis-Ankesaria defeated Eagen Sherbert of Los Angeles Valley

College 6-0, 6-4
 Purvis-Ankesaria defeated
 Stone-Ede of Long Beach City
 College 6-4, 6-1
 Finals: Huff-May of Pasadena College defeated
 Purvis-Ankesaria 4-6, 7-5, 7-5.

Palomar finished the tournament with a team point total of 8.

¹³⁴The Telescope, 8 January 1971, p. 2.

¹³⁵The Telescope, 2 February 1965, p. 4.

¹³⁶The Telescope, 27 April 1965, p. 4.

¹³⁷Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

¹³⁸"W.R.A. Sportsday Rotation," Special Collections, from the files of Gay Cox, Grossmont College, El Cajon, California.

¹³⁹Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 18.

¹⁴⁰Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

"Appendix 1: San Diego Women's Intercollegiate Board Membership List: 1967-1968," Constitution of the San Diego Women's Intercollegiate Board, Document A-68-1219-13, page 6, Special Collections, from the files of Gay Cox of Grossmont College. See also files of Betty Hock of San Diego City College.

See Appendix for: "San Diego Women's Intercollegiate Board Minutes: February 8, 1968 Meeting Agenda," from the files of Betty Hock, San Diego City Community College, San Diego, California.

"Grossmont College: February 5, 1968: Treasurer's Report S.D.W.I.B.," from the files of Betty Hock, San Diego City College.

"Agenda for S.D.W.I.B. Meeting," Letter dated May 20, 1968, signed by Evanne D. Lill, President of S.D.W.I.B., Grossmont College, from the files of Betty Hock, San Diego City College.

"Agenda for S.D.W.I.B. Meeting," Letter dated September 17, 1968, signed by Jean Sprunt, President of S.D.W.I.B., from the files of Betty Hock, San Diego City College.

"Agenda for S.D.W.I.B. Meeting," Letter dated January 24, 1969 signed by Jean Sprunt, President of S.D.W.I.B.

"San Diego Women's Intercollegiate Board: 1969-1970," Special Collections, from the files of Betty Hock, San Diego City Community College, San Diego.

"Agenda of S.D.W.I.B.," dated May 26, 1970, signed by Bea Harres, S.D.W.I.B. President, Special Collections, from the files of Betty Hock, San Diego City College.

"San Diego Women's Intercollegiate Board: 1970-1971," Special Collections, from the files of Betty Hock, San Diego City College.

"San Diego Women's Intercollegiate Board Meeting Minutes: 1971 Spring Meeting, February 9, 1971," dated February 16, 1971, Special Collections, from the files of Gay Cox, Grossmont College.

"San Diego Women's Intercollegiate Board Meeting Minutes: 1971 End of Year Meeting, May 25, 1971," Special Collections, from the files of Gay Cox, Grossmont College.

"San Diego Women's Intercollegiate Board: September 21, 1971," Special Collections, from the files of Betty Hock, San Diego City College. See also "San Diego Women's Intercollegiate Board: 1971-1972," Special Collections, from the files of Betty Hock, San Diego City College.

141 "Southern California Junior College Intercollegiate Athlete Council: 1970-1971 Roster," Special Collections, from the files of Betty Hock, San Diego City College. This conference included thirty-six community colleges which competed in eleven sports. This conference directed the following sports: basketball, volleyball, co-ed volleyball, softball, tennis, co-ed tennis, badminton, archery, gymnastics, swimming, and track and field. The San Diego Community College members were Palomar, Grossmont, San Diego City and San Diego Mesa. The representative coaches for

Palomar College included Donna Reiser in tennis, Mildred Ayers in archery, and Viola Jeffery in basketball, volleyball and field hockey.

¹⁴²"Pacific Southwest Women's Collegiate Association: Conference Planning Meeting, Campus Chuck Wagon, Wednesday, October 7, 1970," Special Collections, from the files of Betty Hock, San Diego City College. This conference had an all-community college membership which included San Diego City, Grossmont, Imperial Valley, San Diego Mesa, Mira Costa, Palomar and Southwestern.

¹⁴³Mildred Ayers , interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

CHAPTER 5

GROSSMONT COLLEGE

In 1960, the voters approved the formation of the Grossmont Junior College District. On September 11, 1961, classes officially began at the 135-acre site which is presently located in Fletcher Hills in El Cajon, California.¹

The social pressures of denial and restraint, which were prevalent in colleges and universities toward women's athletics during the first half-century in this country, were present in both the educational and personal backgrounds of the women physical education faculty at Grossmont Community College. However, these restrictive factors served to inspire these women leaders rather than to adversely affect them. In fact, these conditions had the opposite effect upon Dorothy Arnold, Gay Cox and Jean Sprunt who had all experienced a lack of opportunity to participate within their own school settings in their respective areas of expertise.² Eve Lill's childhood experiences in athletics will be discussed in the Chapter on San Diego Mesa Community College where she began her community college teaching career.³ Ethel

Calderwood was also a major participant in the development of this department.⁴ Boutilier has described the mood of physical educators at the time when Dorothy Arnold, Gay Cox and Jean Sprunt were in school:

... the early female physical educators accepted the basic principle that sports were indeed masculine and not for women. They would emphasize an altered version of competition that left the masculine definition of sports unquestioned and unchallenged. They accepted female physical inferiority and the idea that biology was destiny.⁵

This tenet concerning competition for women provided the philosophy upon which schools and colleges denied competition for girls and women. Dorothy Arnold faced this prejudice when competition was denied her in high school. As she recalled, "They (the schools) never had any kind of competition."⁶ Even at the intercollegiate level, she was forced to seek City Leagues outside of the walls of her university in order to have the opportunity to play on a competitive team.⁷

Gay Cox remembered similar circumstances as she was growing up. She described her high school competitive experiences as non-competitive, "We didn't officially have any (teams)... official teams...." Her collegiate athletic experiences were just as limited. Her undergraduate university, Washington State, "didn't have a tennis team then...."⁸

Jean Sprunt grew up in Utah and experienced the same limitations as the other women did as she was attending high school and college. Although limited to play days in school, she had some excellent athletic experiences outside of her educational setting such as becoming a ranked junior tennis player in her native state.⁹ Thus, Dorothy Arnold, Gay Cox and Jean Sprunt experienced these similar conditions of cultural and social restraints within their educational environments as they were growing up. These factors only served to motivate and inspire them toward their shared visions of a successful women's athletic program. Once they each were able to assume a leadership role, this vision became a reality.

The Informal Period: 1961 - 1965

Bennis and Nanus stated that "effective leadership can move organizations from current to future states, create visions of potential opportunities for organizations, instill within employees commitment to change and instill new cultures and strategies in organizations that mobilize and focus energy and resources."¹⁰ Effective leadership within the women's physical education department began at Grossmont College with the hiring of Dorothy Arnold, the first

women's physical education instructor in 1961. She had a vision of a strong women's athletic department and she was determined to instill her ideas in others and to mobilize individuals toward joining her new organization.

Dorothy Arnold knew that the best way to obtain her goal was through the addition of other strong-minded staff members into her department (see table 2, p. 172 for the hiring of the women's coaching staff and their coaching assignments in the development of women's athletic teams). She explained vividly the type of individual she sought:

Someone who can speak their mind, who can analyze the situations and come up with a solution that's workable; someone who isn't afraid to oppose somebody else, and hopefully in a nice way if they feel something that is being done isn't the best or isn't right; someone who can grab something and run with it and not be bothered.¹¹

She immediately began to build her staff while the college was still situated at a temporary site on the Monte Vista High School Campus.¹² In 1962, Dorothy Arnold hired Gay Cox who taught a variety of physical education subjects including dance during her first few years at the college.

By the fall of 1964, Dorothy Arnold and Gay Cox moved to the new campus site in El Cajon, but they were stymied in their quest for a strong women's athletic program by the fact that facilities for physical

TABLE 2

GROSSMONT COLLEGE
Coaching Assignments - Women's Athletic Staff

YEAR:	PD	BM	BK	FH	GY	TS	TF	VB
1965	DA/GC	..	EC	EC	EC	DA	EC	EC
1966	..	GC	EC	EC	EC	DA	EC	EC
1967	..	GC	EC	EC	EC	DA	EC	EC
1968	..	GC	EC	EL	EC/EL	DA	EC	DA/EC
1969	..	DA/GC	DA/EC	EL	EC	DA/GC	EC	DA
1970	..	GC	DA	EL	EC	GC	EC	DA/JS
1971	..	GC	JS	EL	EC	GC	EC	JS

PD - Play day or Sports day GY - Gymnastics team
 BM - Badminton team TS - Tennis team
 BK - Basketball team TF - Track & field team
 FH - Field Hockey team VB - Volleyball team
 .. - No record of a team or event that year

Coaching of:

DA = Dorothy Arnold
 EC = Ethyl Calderwood
 GC = Gay Cox
 EL = Eve Lill
 JS = Jean Sprunt

*Occasionally, a team began in the spring and another team in the same sport began during the fall of the same year. In that instance, the team may have had two coaches in one calendar year. The coaching assignments were, then, indicated as x/x.

education were still being built. With persistence and focus toward their shared vision of a strong women's athletic department, Coach Arnold and Coach Cox pursued competition at other community colleges in San Diego County. Reflecting what was happening nationally at the time regarding D.G.W.S. guidelines for women's athletics, they entered some students in local play days and sports days. Gay Cox recalled:

I can remember 1965... we had that first play day. By spring of 1965, we did some informal play day-type things. I remember going to (San Diego) Mesa (College)...I can clearly see that in my mind... and Palomar being there.... Donna Reiser being there.... and sports days at Palomar (College).¹³

By 1965, Dorothy Arnold and Gay Cox furthered their goals by taking students to sports days which were a more competitive form of competition.¹⁴ The transition from playdays to sports days allowed Gay Cox and Dorothy Arnold to move closer to the team concept in their attempts toward a strong women's athletic department. They achieved this despite a reported lack in administrative support from the President of Grossmont College, Jack Hanson. Gay Cox summarized her perception of his feelings about this new development in the women's intercollegiate program:

He just thought we should stay with our little play days. He just couldn't envision a women's athletic program... it was beyond him. I remember him clearly saying that day, 'Well you will never

have a women's athletic program.' And we were appalled.¹⁵

The men's athletic staff shared the President's lack of support toward establishing a strong women's athletic department. Dorothy Arnold described her perception of his feelings at the time, "I felt like it (women's athletics) was just kind of tolerated. I would have to say, candidly, I never felt any real support from them."¹⁶

In order to build an organizational base of support for their future athletic teams, Dorothy Arnold and Gay Cox began the Women's Recreation Association (W.R.A.). Gay Cox described the organization as "the umbrella under which all teams would operate."¹⁷ In addition, the women strengthened their student constituency via another unique vehicle which was the physical education majors' program. The two women described this resource:

...we had a very active, strong majors program. Each coach acted as advisor to a certain number of majors. Many (students) got their Bachelor's Degree and went on.¹⁸

The women infused the membership of the W.R.A. with these strong physical education members. Thus, the W.R.A. became extremely active each year sponsoring many events including play days, sports days, camp-outs and beach parties. All the student sponsored events were strongly supported by the women's staff.

The Structural Period: 1965 - 1968

Dorothy Arnold was especially resolute in her determination to continue to add strong women to her coaching staff. She explained, "... (we also looked for a coach) who knew how to motivate people... students... (someone) who believed in people more than others do."¹⁹ At about that time Ethel Calderwood who was employed at Palomar College applied for the job at Grossmont and was hired. Coach Cox remembered Ethel Calderwood's inspirational abilities when she stated, "(Ethel) had more past experience with teams (than the rest of us) and she was probably the impetus (for the women's athletic program)".²⁰ Ethel Calderwood took over a variety of assignments which included coaching gymnastics, volleyball, field hockey, basketball and track and field. She also became the W.R.A. advisor.²¹ Later, she became the women's athletic director and served well in that capacity.

With persistence and focus, the troika of women coaches sought to increase the number of teams under the umbrella of their Women's Recreational Association (W.R.A.). By 1967, Ethel Calderwood, the advisor, announced the renewed purposes of the organization:

1. To increase interest in recreation and athletics
2. To sponsor recreation and athletic activities for women

3. To uphold the highest standards of sport and recreation
4. To encourage a spirit of service to the college²²

Soon, the women's intercollegiate program of the W.R.A. offered competition in both tennis and badminton. These teams were coached by Dorothy Arnold. Coach Calderwood directed teams in gymnastics, volleyball, field hockey, basketball and track and field.²³

As the women's athletic program grew and the number of teams increased, strains on the limited college facilities became more apparent with the women's demand for more playing and practice time. This brought a clash between the women's and men's athletic programs. Dorothy Arnold stated, "We were always second (to the men). For awhile it caused bad (feelings)...and other things caused extreme antagonism between the women's staff and (the men).²⁴

Another main problem the women had to address was the lack of funds for the women's athletic program. Dorothy Arnold again recalled, "(There was) some point at which we evidently decided we needed more money."²⁵ Faced with this dilemma, the women's staff was forced into fund-raising activities. Gay Cox remembered that "funds were raised through car washes and bake sales by the W.R.A... because we were just raising nominal money for.... I guess it was for awards and things."²⁶

In spite of these limitations and problems, the women remained persistent in their vision for a strong women's athletic department. In an effort to increase their student constituency, the members of the W.R.A. joined with members of the Associated Women's Students (A.W.S.) to attend a joint conference held at Palomar College entitled Of Time and Tide. The purpose of the conference was to help organize and unite the women at the various colleges and get the different women's organizations working together in a network. The conference was attended by the following community colleges: Southwestern, San Diego Mesa, Palomar, Grossmont, San Diego City and Mira Costa.²⁷

The Realization Period: 1967 - 1972

As their W.R.A. grew, Coaches Arnold and Calderwood continued to develop and plan increasingly ambitious schedules for their teams. Coach Arnold directed the women's tennis team in matches against Palomar College and San Diego Mesa College.²⁸ She concluded the season by conducting the First Annual Women's Tennis Tournament at Grossmont College.²⁹

Coach Calderwood pursued busy schedules with two teams: volleyball and gymnastics. In its first year, the volleyball team played nine matches including a

contest with Palomar College. A comment reflecting the attitude of a Grossmont player toward the competition was recorded after the contest in the Griffin Scrapbook, "Kathy, Barb, Terry and Bev enjoy refreshments after the exciting game at Palomar."³⁰ Coach Calderwood approached her gymnastics team with leadership ability similar to Coach Arnold by hosting the Second Annual Women's Gymnastics Meet. She continued to broaden her network of constituents by inviting both colleges and high schools to the meet.³¹

By 1968, Dorothy Arnold again sought and was given the opportunity to hire another strong women's staff member for the athletic department (see figure 7, p. 179, for the women's athletic staff to date). For the second time, she hired a woman who had had previous teaching experience at a community college. In what proved to be one of the most insightful of decisions, she selected Eve Lill, formerly a full-time physical education instructor and coach at San Diego Mesa Community College.³² Having been instrumental in the women's athletic program at San Diego Mesa College, Eve Lill brought her experience and expertise to Grossmont College.

Bennis and Nanus have described leaders as individuals who "have the ability to translate intention into reality and to induce clarity regarding

Fig. 7. Seated, left to right: Student, Eve Lill.
Standing, left to right: Ethel Calderwood, Dorothy
Arnold, Gay Cox.

their organization's vision."³³ Eve Lill described the clarity and reality of the situation at that time:

If you could show the value (of athletics)... you don't put the (Eve) Lill's and the (Ethel) Calderwood's and the (Dorothy) Arnold's (together) and not have something happen.³⁴

While embracing the philosophy and vision of the other women staff members, Eve Lill was aware of obstacles in their path. One obstacle was the lack of support from the administration. She characterized her feelings about the women's athletic department that existed at that time, "We were islands unto ourselves. Nobody bothered us; nobody helped us.... Yes, little islands... committed."³⁵ But, these women were also risk-takers. She continued, "They (the women's coaching staff) had a strong belief in what they were doing and they were willing to stick their necks out to achieve higher levels of success for the program or departments or themselves individually."³⁶

Another barrier to the development of a strong women's department was the lack of a budget for women's athletics. She recalled that the student body had never funded athletics and only a limited amount of financial support could be obtained through the general fund. The women's athletic department overcame this deficiency through the efforts of the W.R.A. whose members utilized car washes and cookie sales to raise

funds. In fact, Eve Lill claimed that one of their strongest resources, in this regard, was the students. She recalled, "They were just fantastic... we were always doing something for fund-raisers."³⁷

The most difficult obstacle to overcome was the lack of adequate facilities for both the men's and women's athletic programs. Eve Lill experienced this as the women increased their demand for facilities which had to be shared with the men's athletic program. She recalls attempting to solve this problem through negotiation with the men.³⁸

Thus, while facing many of the limitations that the other women in her department had experienced before her, Eve Lill moved ahead using other methods in order to further strengthen and develop a stronger women's athletic department. Her assignments included field hockey coach, assistant coach in gymnastics³⁹ and advisor of the College Recreation Association (C.R.A.)⁴⁰ For two years, until 1970, only slight coaching and teaching changes occurred in the women's athletic department.⁴¹

In 1970, Dorothy Arnold's persistent vision of a strong women's athletic department was finally achieved when Dorothy Arnold and the women's athletic staff members sought to increase their network of experts by hiring a women's volleyball coach. This time, however,

they incurred a major fight with the men's athletic department who wanted to hire another man to coach football. Gay Cox recalled the occasion and the bitterness of the situation which was to remain between the two departments in the coming years:

I can remember to this day where we were... (at a staff member's)... home. I mean you couldn't believe the things that were said by the men and the women to one another that night. We won. We finally convinced them to hire a woman instead of a man. But those kinds of things were very grating and caused tremendous hard feeling... and I think some of the men have never gotten over it.⁴²

However, the women realized that it was important for them to hire a new volleyball coach, not only because there would be an addition of an expert coach and teacher, but also because the addition would increase the number of women voting on departmental issues during negotiations with the men. Dorothy Arnold summarized the situation, "We were so outnumbered by the men... it was about two to one. When we had the full staff(together), we had twenty-two(men), I think... so we really had to fight for everything."⁴³ The end result of the confrontation between the men's and women's departments was the hiring of Jean Sprunt, another strong woman coach who was formerly a coach at San Diego State University.

The Formal Period: 1967 - 1972

While strengthening their department through the hiring process, another member of this group chose to bolster the department through her leadership in conference organizations. Some researchers have stated that "leaders articulate and define what has previously remained implicit or unsaid; then they invent images, metaphors, and models that provide a focus for new attention."⁴⁴ Eve Lill was an example of this type of leader. Her leadership style enabled her to focus on new models. Her methods of articulation provided the impetus for helping to establish a new organizational model in women's athletics in San Diego. She became the president of the San Diego Women's Intercollegiate Board Conference (S.D.W.I.B.). She described her view of leadership for physical education leaders at the time:

(We must remember) the importance of involvement. We had some very strong leaders that were statewide-oriented and that is going to have to be stirred again.... I think some of our outstanding leaders came out of athletics and physical education but that has to be fostered at all levels.⁴⁵

Other key figures who met to organize the governing athletic board were: Betty Hock of San Diego City College, Jean Sprunt of San Diego State College, Ethel Calderwood of Grossmont College, Carol

Hauenstein of Southwestern College and Viola Jeffery of Palomar College.⁴⁶ Eve Lill's leadership, as the first community college president of the S.D.W.I.B., is best described by Bennis and Nanus who said, "Leaders seem to enroll themselves (and then others) in the belief of their ideals as attainable, and their behavior exemplifies the ideals in action."⁴⁷ Others on the Grossmont College staff soon followed Eve Lill's example. Within a brief three-year period, three of the first four presidents of the S.D.W.I.B. were from the Lady Griffin's coaching staff: Eve Lill, Dorothy Arnold and Jean Sprunt.⁴⁸ President Lill's commitment to strong women's athletics in the San Diego Community Colleges was clearly stated by Jean Sprunt of San Diego State University. She recalled, "Surprisingly it was the community colleges (and their coaches) not the four-year colleges who wanted more competition."⁴⁹ Thus, through the leadership of Eve Lill and the support of the other women physical educators in San Diego, the athletic programs of the community colleges moved into another era.

Eve Lill and the other members of the women's athletic department also sought to broaden the exposure and opportunities for their teams by joining other conferences as well. They soon joined the Los Angeles-based Southern California Community College

Intercollegiate Athletic Conference (S.C.C.C.I.A.C.) which had a membership of thirty-six community colleges involved in eleven sports. The San Diego Community College members included Grossmont, Palomar, San Diego City and San Diego Mesa. The conference directed the following sports: archery, badminton, basketball, co-educational tennis, co-educational volleyball, gymnastics, softball, swimming, tennis, track and field and volleyball. The representative coaches for Grossmont College included Ethel Calderwood in gymnastics and W.R.A. advisor, Dorothy Arnold in basketball, Gay Cox in tennis and badminton, Eve Lill in field hockey and Jean Sprunt in volleyball.⁵⁰

Another attempt was made by the women community college coaches in San Diego County to establish the Pacific Southwest Women's Collegiate Association (P.S.W.C.A.). Women coaches worked hard to make this new conference succeed but, due to the strength of the S.D.W.I.B., this effort proved unsuccessful.⁵¹

The women's coaching staff remained persistent, however, in their efforts of achieving their vision of a strong women's athletic department lead by expert women coaches. The Griffin women coaches reflected the national trend of colleges and universities by first introducing their teams at the curricular level and then later developing them into intercollegiate

teams.⁵² During the late sixties, the women's athletic staff presented the Curriculum and Instruction Committee of Grossmont College with a seven-phase packet of courses to be adopted for credit. The acceptance of their curriculum proposal opened the door for the development and eventual approval of women's intercollegiate teams at Grossmont College.⁵³

Armed with the curricular acceptance and their own desire for women's intercollegiate teams, the coaches actively planned the schedules for their teams. By 1969, these four coaches had developed seven intercollegiate teams plus the College Recreation Association (C.R.A.). The teams included volleyball, badminton (spring), and tennis coached by Dorothy Arnold; basketball, gymnastics, and track and field lead by Ethel Calderwood; field hockey directed by Eve Lill; and finally, the badminton (fall) and the C.R.A. instructed by Gay Cox.

Although Dorothy Arnold's 1968 volleyball team had a mixed record of two victories and three defeats, including victories over Palomar College and the College of the Desert, their season was considered successful by one of the student athlete's who wrote: "The games were many. The wins were not so many, but everyone enjoyed their experiences."⁵⁴

Dorothy Arnold continued to use her leadership ability to coach the spring badminton team (see figure 8, p.188). The season concluded with Dorothy Arnold directing a sports day at Grossmont College.⁵⁵ Her third coaching assignment was the women's tennis team which also placed third in the San Diego Collegiate Tournament hosted by Dorothy Arnold.⁵⁶

In 1968, the women's athletic department was also strengthened by the abilities of Ethel Calderwood. Although the basketball team did not fare well,⁵⁷ the gymnastics team had an outstanding woman athlete, Margaret Loftus, who helped contribute to their success. Under the leadership of Coach Calderwood, Margaret Loftus captured twelve first place titles as well as being named the All-Around Gymnastic Athlete of the Year.⁵⁸ Finally, the track and field team competed in an intercollegiate meet with San Diego City, San Diego Mesa and San Diego State University.⁵⁹

Coach Lill directed the first season of play for the women's field hockey team which registered a loss to San Diego Mesa. A player's comment, however, indicated the value and higher purposes of the team, "As the sun sank slowly into the west, the team's morale was still high."⁶⁰

In 1968, the Griffins badminton team had an outstanding season under the guidance of Coach Cox by

winning the San Diego Women's Intercollegiate Badminton Championships .⁶¹ Gay Cox also lead the College Recreation Association, an intramural organization, that continued to offer a comprehensive program to the students of the college.⁶²

The women coaching staff's on-going efforts to build and develop their athletic organizational foundation through the W.R.A. provided not only an excellent communication source between the coaches and the students but also became a resource for the much needed financial support. The social activities which helped communication flow between the leaders and followers were many including potlucks, award banquets for athletes,⁶³ and campouts.⁶⁴ One student's comments reflected the admiration they had for their leaders when she described Ethel Calderwood, "All her help and willingness to serve as our advisor and coach was greatly appreciated. We all admire her very much."⁶⁵

Fund-raising activities remained a constant item on the W.R.A. agenda and the funds gathered were used to supplement the nominal amounts provided by the college. Popular events which continued over the years were car washes and bake sales. The money obtained from these functions helped to provide team travel money and uniforms. Eve Lill reflected her joy over the first field hockey kilts when she commented: "We

were classy. We had the first kilts. The girls did themselves (proud)."⁶⁶

A few coaching changes occurred during the spring semester of 1969 as Dorothy Arnold went on sabbatical leave. Coach Cox took over both as the tennis coach⁶⁷ and badminton coach.⁶⁸ Meanwhile Coaches Lill and Calderwood kept the reins of their teams in field hockey⁶⁹ and gymnastics,⁷⁰ respectively.

Upon her return from sabbatical leave in 1970, Coach Arnold returned to a dual assignment which now included the volleyball⁷¹ and basketball teams.⁷² Bennis and Nanus state that "a leader has the ability to translate intention into reality and sustain it."⁷³ Coach Arnold had experienced not only the reality of creating a department but also sustaining it even if she was required to coach three teams during a single year more than once during her tenure at the College. Other researchers have described Dorothy Arnold in her profession and in the pursuit of excellence when they said, "Coaching is about really paying attention to people- really believing them, really caring about them, really involving them."⁷⁴ Dorothy Arnold believed in her basketball team of 1970 whom she characterized after only a 3-3 season: "This has been the strongest team for women's basketball at Grossmont (College)."⁷⁵ Her strong belief in her team was

substantiated by their performance in 1971 when the team had an outstanding year and won the S.D.W.I.B. Championship.⁷⁶ Coach Arnold was honored at the conclusion of the year for her outstanding leadership abilities by being named Coach of the Community College All-Star Team.⁷⁷

Peters and Austin have further defined coaching as "face-to-face leadership that pulls together people with diverse backgrounds, talents, experiences and interests, encourages them to step up to responsibility and continued achievement, and treats them as full-scale partners and contributors."⁷⁸ Coach Calderwood expressed her belief in her 1971 gymnastic team as full-scale contributors when she said, "The team is hard-working and potentially strong and will really push to top San Diego State University and San Diego Mesa, our two strongest opponents in the finals this year...."⁷⁹ Coach Calderwood's prognostications about a hard-working and strong team were realized as the team captured first place honors among all of the community colleges at a meet at Long Beach City College. The gymnasts followed this fine performance with wins over Long Beach City College, San Diego Mesa College and the four-year university, Long Beach State.⁸⁰ Ethel Calderwood's "face to face" leadership

ability had culminated in victory with her full-scale partners which was her talented 1971 gymnastics team.

"Coaches are tough taskmasters. They challenge; they demand excellence."⁸¹ This description best describes Coach Jean Sprunt who had taken over the leadership tasks of the volleyball team in 1970. Jean Sprunt, who had experienced many hardships while coaching at San Diego State University,⁸² was optimistic when she described her new situation at Grossmont College, "I just liked the whole atmosphere (at a community college)...the smaller classes, the mixed classes; the men and women all together and not separated by the Aztec Bowl (at San Diego State University)... not all spread out."⁸³

Thus, by the end of 1971, the women's athletic coaching staff had been increased to a staff of five intercollegiate coaches, three of whom had had previous collegiate experience. They had firmly established seven intercollegiate teams under the organizational umbrella of the W.R.A.

A Heritage of Women Leaders

Leaders commit themselves to a common enterprise and are resilient enough to absorb the conflicts; brave enough, now and then, to be transformed by its accompanying energies; and capable of sustaining a vision that encompasses the whole organization.⁸⁴

The initial leader of the women's athletic department at Grossmont College was, coincidentally, the first woman physical educator hired at that institution, Dorothy Arnold. The common denominator in her vision was a strong women's athletic department. Her primary strategy in reaching her goal was via the hiring process. As Gay Cox explained, "The only reason we ended up with seven full-time women physical educators on this campus... is due to Dorothy (Arnold) and people that she hired. We were a very strong women's program."⁸⁵

Dorothy Arnold knew she would incur many conflicts with the men's athletic department in her determination to achieve her objectives. With persistence and determination, she absorbed these conflicts and pushed on. As she recalled:

We knew here we had to get strong women because we were outnumbered by the men and part of the reason why we got where we did was because the men realized that this women's staff was strong, and individually, it was hard to buck.⁸⁶

As Dorothy Arnold built the organization through the process of hiring strong women; she also created an environment of openness among the women. Eve Lill, whom she hired, recalled this process that Dorothy Arnold and others had created:

I think they (Dorothy Arnold and Gay Cox) had a strong conviction of the value (of women's

athletics). So they were encouragers and certainly by their selection of the people who came to Grossmont, there was an openness and a feeling that you could do this (whatever you felt the program needed). People like Ethel Calderwood, like Jean Sprunt, like myself, like anyone else that was hired. I think we were dedicated educators who believed strongly in the value of athletics.⁸⁷

Thus, with Dorothy Arnold in the lead, the women staff members became enablers. Peters and Austin describe the enabling process as "a process of allowing others to act, of building on their strengths. It's counting on other people to use their own special skill and competence, and then giving them enough room and enough time to do it."⁸⁸ Dorothy Arnold invited and encouraged these women coaches to act and gave them the time they needed to build a strong women's department.

Dorothy Arnold was not afraid of this, of hiring strong people. In fact, she sought only strong women. She explained:

And when you get strong people, sometimes, you run into difficulty with them. Because you are trying to do something. They oppose you and you have that problem there. You have to be willing to handle this... but in the long run, it (the women's athletic department) certainly came out (well).⁸⁹

Gay Cox supported Dorothy Arnold's views and was an encourager to others as they joined the women's staff. Ethel Calderwood was a key figure in the development of the women's athletic department as attested to by her students and her colleagues. One student described her, "We all admire her very much."⁹⁰

Fellow staff member, Gay Cox, stated: "... she was probably the impetus for the women's athletic department."⁹¹ Dorothy Arnold described Ethel Calderwood as "someone who knew how to motivate people, students... and someone who believed in people more than others do."⁹² She also lead the department as athletic director. Thus, Ethel Calderwood's strengths seemed to be in her ability to rally her constituencies, whether students or peers, to the goals that she sought.

Another leading figure in the development of both the women's athletic program at Grossmont College as well as women's community college athletics in San Diego County was Eve Lill. Her leadership qualities were singled out by her peers as she was chosen to become the first community college president of the San Diego Women's Intercollegiate Board.

The last member to join the staff before 1972 was Jean Sprunt. She concurred with the other women staff members in their desire to build a strong women's athletic department. Her vision was readily apparent as she, while working as a full-time physical education instructor and coach at San Diego State University, became co-founder of the San Diego Women's Intercollegiate Board.

In conclusion, it can definitely be said, that Dorothy Arnold's vision was effective. She created the department and environment that she desired despite the anticipated conflicts with the men and the administration. She maintained the openness within the department which not only attracted other strong women leaders to her institution but also enabled them to grow and create programs on their own. As Eve Lill commented, "I'm sure there were many obstacles. But we were movers and shakers. We made things happen."⁹³ These women, together, created a strong, vibrant women's athletic department at Grossmont College which would sustain itself for many years to come.

NOTES

¹John S. Hansen, "History of Institution," in Application for Accreditation (El Cajon, California: Grossmont Community College, April 1963), 2. See also Ibid., April 1966, 2.

²Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California. Dorothy Arnold's background was as follows:

... I went to San Diego State where I got my Bachelor's (Degree) and, later on, my Master's (Degree). I graduated in 1950. I got my Master's in counseling and guidance.

I had been at Grossmont High School for ten years previous to coming here.. was A.S.B. advisor...a teacher in physical education... and in counseling... there the last two years and the reason I got to college... the guy that was principal became Dean of Student Activities (of Grossmont College... and he hired me).

Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California. Gay Cox's background was as follows:

I went to high school at Lincoln High School in Seattle, Washington and then to Washington State University for my undergraduate...in 1959... and my Master's at University of Washington in physical education. I taught two years in San Francisco at Lincoln High School and then I did my Master's in one year at University of Washington. They were interviewing on the University of Washington campus for the Grossmont district and I had wanted to come to San Diego. I had an aunt who lived here and I really liked the area. Tom Wharburton was (interviewing for) an opening for high school and college and my preference was college.

Jean Sprunt, Interview by author, 2 September 1988, tape recording, author's home, Rancho Bernardo, California. Jean Sprunt's background was as follows:

I came from Utah... University of Utah... got my Bachelor's (Degree); got my Master's (Degree) at Washington State (in Pullman). Then I went back and taught in Utah for three years before I went to San Diego State (in 1963).

I went right to State. I was hired as a teacher and, the second year I was there, they asked me if I would coach tennis and volleyball. So I did. They already had a tennis team. Dorothy Peliksen coached it but I took it over. And they did not have a volleyball team; it was the first volleyball team... women's volleyball team at State. And I had not been a volleyball player. I knew nothing about the new power volleyball game. I had been a competitive tennis player and a competitive basketball player. And so they said go and have fun with this. So I learned the game from some of the players who took this and Jack King helped me alot. He's the men's coach at the time and Olympic volleyball player. Tennis was no problem.

³See Chapter 3.

⁴Dorothy Arnold and Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California. Dorothy Arnold and Gay Cox both reported that Ethel Calderwood no longer resides in California and would be unavailable for an interview.

⁵Mary A. Boutilier and Lucinder San Giovanni, The Sporting Women (Champaign, Il.: Human Kinetics Publishers, Inc., 1983), 179.

⁶Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California. Dorothy Arnold recalled:

I graduated from Keary High School (in San Diego, California). Keary High School didn't even have a girls' dressing room. I never dressed for physical education the whole time I was there. I played alot of sports... all in my school clothes... We did have

playdays... and a strong Girls' Athletic Association, but that was it.

7---. Personal interview. 8 September 1988. Dorothy Arnold went on to explain her difficulties in finding athletic playing experiences while an undergraduate student at San Diego State University :
 ... And they (San Diego State) did not have intercollegiate competition at that time... but we (Viola Jeffery and other San Diego State women students) did go down and play in recreational leagues and we played basketball and volleyball... (in the) City leagues... she (Viola Jeffery) said the same thing about (San Diego) State... they didn't have teams so everybody would leave campus and they would see everybody that was a physical education major. I played the summer softball leagues...the City softball leagues. Softball, basketball primarily, and a little bit of volleyball. Volleyball was so short; volleyball was frustrating; basketball too... Well... there just wasn't any emphasis on intercollegiates at that time.

8Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California. Gay Cox described her limited athletic experiences as she grew up:

High school? We didn't officially... we didn't have any... official teams, but I remember playing a tennis playday and a basketball playday and a volleyball playday. I remember those three sports in high school in a playday. And in college, I played on several intramural teams. I didn't really go out for intercollegiate teams. We didn't... all I remember having at Washington State is basketball, field hockey, softball... they didn't have a tennis team then.

9Jean Sprunt, interview by author, 2 September 1988, tape recording, author's home, Rancho Bernardo, California. Jean Sprunt recalled her early childhood experiences in trying to obtain athletic competition in Utah:

When I went to school, they had gym that had playdays and I played competitive tennis outside of school but not for a school day. I was ranked in the state of Utah. I was (Number) one in (tennis) in my age group all

the way up. I started when I was 12...went to Regionals in Salt Lake.

And I played A.A.U. Basketball as well as playing what little there was in college...(at the) University of Utah. I played basketball and tennis...and softball (in college) but they were (only) playdays; we would go to...an in-state playday at Utah State. The playdays... where we went to some other school like University of Colorado; the next year-University of New Mexico. Maybe we would get a... rotate them... leave on a Thursday and drive all night on busses... play Friday and Saturday, and come home on Sunday. We would play like half a game against everybody. It was our school against their school. It was like half-game competition all day long, but you didn't take one person from any school and put them on a team; you played with your own people, but.... Sometimes in tennis we kept points. They would move people around. In basketball, we played zones. I don't know why...I guess they thought women couldn't stress themselves...women couldn't high jump because it would shake-up their. We had teams... (we would) get together (for about)four weeks together... and the coach didn't know as much as we did. (I got frustrated), so I played outside the college).

Here she explains how her experiences shifted from negative to positive ones: I played A.A.U. Basketball. It was a big deal. A man and a woman...got the best athletes...put a team together...we played teams from... Russia... Peru... we would take two players a year. We played the Russians in Denver. We would play in the National Tournament every year in St. Joseph, Missouri. Then they moved it to New Mexico. After I came to San Diego, I was picked up by a L.A. team...It was an A.A.U. Team with open tryouts.

It was my last two years in college (not part of college, though) and then when I came to California, I played City League. The the Orange County team could pick up two additional players to take to Nationals. I

spent five years playing for them so I played until I was 37, broke my ankle and quit. We would win Regionals... every year... an A.A.U. Team and go to Nationals... 1959, Utah in 1967, 1972 and 1973 while at Grossmont.

¹⁰Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 17.

¹¹Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹²---. Personal interview. 8 September 1988. As she recalls: We were on the Monte Vista (High School) Campus for the first three years while this campus was being built. I can remember that we had some playdays or sports days, whatever you want to call them... but I can't remember that we did any competition at all that first three years while we were on the Monte Vista Campus.

¹³Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁴Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁵Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁶Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁷Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California, 8 September 1988.

¹⁸Dorothy Arnold and Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁹Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

²⁰Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

21 "Grossmont College Scrapbook: Women's Recreation Association Pamphlet," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont Community College, El Cajon, California.

22 "Grossmont College Scrapbook," Special Collections, from the files of Gay Cox and Dorothy Arnold, Grossmont Community College, El Cajon, California. The membership elected the following slate of officers: Dora Fennig, president; Mary Kniffing, social coordinator and secretary, Bayda Shelton, publicity; Terry Mineo, intramurals; Anne March and Lory Larsen, volleyball; Margaret Loftus, gymnastics, Linda Jenkins, tennis; and Pat Lundquist, basketball.

23 Ibid. The W.R.A. schedule for teams included:
November 30: Field hockey against Mesa College
(away)
December 7: Field hockey against San Diego
State(home)
December 13: Field hockey against Palomar (home)
October 23: Tennis against San Diego State
(home)
November 2: Tennis against San Diego State
(away)
November 29: Badminton against Mesa (away)
December 8: Badminton against Mesa (home)
January 11: Badminton Sports day (home)

24Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

25---. Personal interview. 8 September 1988.

²⁶Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California, 8 September 1988.

27 "Grossmont College Scrapbook," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College, El Cajon, California. Advisors representing Grossmont College were Dorothy Arnold and Gay Cox while the student representative was Terry Mineo.

²⁸The Weekly G, 17 May 1967, p. 4. The Grossmont team recorded a 6-0 match against Palomar College on May 15. Singles netters who won for the Griffins were Laura Wolfe, Ellie Minor, Chris Daggett, Sandy Brask, Rosemary Hogoboom, Karin Krenck, Maria Johnson and Dena Tullins. Victorious doubles teams included Fran Rivet-Kaye Branson, Sue Lyles-Sue Ryan, Ellen Pallulat-Jeanette Renck, and Toni Moniot-Jean Ramswoer.

The Weekly G, 31 May 1967, p. 4. The tennis team finished the season on May 24 with a 6-0 score against San Diego Mesa College bringing their record to 3-1 for the year. Some of the individual results were:
Chris Dagget defeated Roxie Schmidt, 6-3,6-1
Fran Rivett-Maria Johnson defeated Linda Lindberg-Donna Scauzillo, 6-0,6-2.

²⁹"Attention: Women's Tennis Coach," Special Collections, from the files of Gay Cox, Grossmont College, El Cajon, California. The tournament was conducted on May 19, 1967 with the following colleges:

- (1) California Western University
- (2) Grossmont College
- (3) Mira Costa College
- (4) Palomar College
- (5) San Diego City College
- (6) San Diego Mesa College
- (7) San Diego State College
- (8) University of California at San Diego
- (9) University of San Diego

³⁰"Grossmont College Scrapbook," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College, El Cajon, California. The results of the contests were:

- October 10: College of the Desert
- October 16: San Diego State defeated Grossmont, 15-1,15-5,15-4.
- October 19: San Diego Mesa defeated Grossmont, 16-14,9-15,15-4.
- October 24: Palomar defeated Grossmont, 15-12,15-12,15-5.
- October 26: College of the Desert defeated Grossmont, 15-6,9-15, 15-12.
- November 2: Palomar defeated Grossmont, 15-11,15-1,2-15.
- November 7: Grossmont defeated Cal-Western, 16-13,15-7,3-15.
- November 13: Grossmont vs Cal-Western
- November 15: Sports-day at San Diego Mesa

The volleyball team members were Mary Kniffing, Margaret Loftus, Terry Mineo, Dora Fennig, Anne March, Carol Monroe, Marty Hubbler, Rhonda Dyer, Kathy Thornton, Darlene Crance, Barb Sattler, Bev Karnowski, and Linda Jenkins. The Most Valuable Player for Grossmont was Kathie Thornton.

³¹The Weekly G, 6 December 1967, p. 8. The tournament was held on December 8 at Grossmont College. Open to all San Diego Colleges and San Diego high schools, the following institutions participated: San Diego City College, San Diego State University, Point Loma High, Poway High, San Diego High, Clairemont High, Mt. Miguel High, and Santana High.

³²Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California. Eve Lill recalls the events of the hiring process:

I actually had wanted to come to Grossmont originally. There was a position open when I applied both at Mesa and Southwestern. In fact at that time, there were jobs open everywhere-- interesting the difference between now and then.

There was an opening here and it was pending on one of the physical educators moving into counseling and I had actually been hired to take that place. At the last minute, the person decided to stay in physical education. The board had to rescind the offer and said they would keep my records on file and they were sorry. And I understood that, so I took the job at Mesa.

And, in the course of three years, I had a neurosurgery that limited my actions in gymnastics. That was one of my specialties. Field hockey and gymnastics were the areas of specialty at the time. And so the risk of getting hit in the head in a spotting situation or the fact of dropping someone...I needed to move from gymnastics, and to stay at Mesa, that's when Diane Hopkins was hired in gymnastics. I came to Grossmont. Ethel Calderwood did the gymnastics so there was no problem and I didn't have to do that so I moved in other areas." See also San Diego Mesa Chapter for the background and reference to Eve Lill.

³³Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 226.

³⁴Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

³⁵---. Personal interview. 9 August 1988.

³⁶---. Personal interview. 9 August 1988.

³⁷---. Personal interview. 9 August 1988.

³⁸---. Personal interview. 9 August 1988. She stated:

We may have taken a second or back seat to the men as far as when we got the gymnasium, but I'm sure they had first preference, but even then it was work we shared and negotiated and made sure that equal treatment for women occurred.

³⁹---. Personal interview. 9 August 1988. Also confirmed by Gay Cox of Grossmont College in a personal interview.

⁴⁰---. Personal interview. 9 August 1988. Eve Lill describes the organization: "The C.R.A. was an extension of the physical education department. It was a very formal organized presentation of programs in sports. We had a really strong, outstanding program here. We would have volleyball teams or we would have badminton singles, badminton doubles; they would sign up in their little groups. We had flag football, we had, not softball nor soccer... we had the 100 mile club, we had the 500 mile club... we would have charts for them (the students) to keep records and when they... we would monitor... they would check in but it was on an honor system... we presented trophies, awards, etc. There were other very structured types of round-robin tournaments. Intramurals were conducted during the day on Monday, Wednesday and Friday at regularly scheduled hours and became known officially as College Hour.

⁴¹---. Personal interviews with Gay Cox, 8 September 1988, and Eve Lill, 9 August 1988, tape recordings, Grossmont College, El Cajon, California. Because Eve Lill was able to take these assignments, Ethel Calderwood was able to become the women's athletic director and still remain head gymnastics,

volleyball, basketball and track and field coach. For the spring semester, Dorothy Arnold remained head tennis and badminton coach while Gay Cox lead the College Recreation Association. However, two coaching assignments changed by the fall term as Arnold took over volleyball and Gay Cox assumed the badminton assignment.

⁴²Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

⁴³Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

⁴⁴Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 39.

⁴⁵Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California, 9 August 1988.

⁴⁶Jean Sprunt, interview by author, 2 September 1988, tape recording, author's home, Rancho Bernardo, California. See also: "Constitution of the San Diego Women's Intercollegiate Board," Document A-68-1219-13, from the files of Gay Cox, Grossmont College, El Cajon, California. Eve Lill's beliefs guided her during the first meeting of the S.D.W.I.B. as the membership drafted the constitution of this governing body. (See Appendices). The colleges and universities which joined during the 1968 year were:

Regular members: California Western University
Grossmont College
Palomar College
San Diego Mesa College
San Diego State College

Associate members: College of the Desert

Non-members: Mira Costa College
San Diego City College
Southwestern College
University of California at San Diego
University of San Diego

Letter dated May 20, 1968, Special Collections, from the files of Betty Hock, San Diego City College, San Diego, California. By June 6, Eve Lill called for the second meeting of the S.D.W.I.B. held at Kelly's

Steak House in Mission Valley. The agenda included a review of spring sports-days, the planning of fall sports-days, and inauguration of officers.

Letter dated September 17, 1968, Special Collections, from the files of Betty Hock, San Diego City College, San Diego, California. The third meeting occurred on September 26 at the same meeting place. This meeting was conducted by the newly elected president, Jean Sprunt. Items for consideration included the planning of fall sports-days and tournaments.

"W.R.A. Sportsday Rotation," Special Collections, from the files of Gay Cox, Grossmont College, El Cajon, California. The rotation of sports-days for 1968-1969 among the colleges and universities appeared as follows:

1. Basketball-Southwestern(s) (or San Diego State)
2. Volleyball-Palomar (f)
3. Tennis-San Diego Mesa(s)
4. Badminton-College of the Desert(f)
5. Gymnastics-Grossmont(s)
6. Track and field-Cal-Western(s)
7. Field hockey-San Diego Mesa(f).

⁴⁷Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge. (New York: Harper and Row, Publishers, 1985), 46.

⁴⁸"Dear W.R.A. and/or Intercollegiate Advisor from Bea Harres, President, letter dated May 26, 1970, Special Collections, from the files of Betty Hock, San Diego City College. The S.D.W.I.B. held a spring and fall meeting in 1970. The spring meeting on June 4 was conducted by President Bea Harres involved the evaluation of basketball, gymnastics, tennis and track and field.

"San Diego Women's Intercollegiate Board Meeting Minutes: 1970 Fall Meeting, September 17, 1970," letter dated September 22, 1970, Special Collections, from Eve Lill, from the files of Gay Cox, Grossmont College. On September 22, Dorothy Arnold of Grossmont College, conducted the meeting as President of S.D.W.I.B. Other officers from Grossmont included Gay Cox, Treasurer; Eve Lill, secretary; and Jean Sprunt, on the sub-committee for Standards and Practices of Athletes. During the meeting Grossmont College was slated to host a badminton sports-day on December 11, a double

round-robin field hockey tournament on November 2-January 15, a field hockey clinic on October 30 and a gymnastics clinic on October 16-17.

"San Diego Women's Intercollegiate Board:
1970-1971,"

Special Collections, from the files of Betty Hock, San Diego City College. The S.D.W.I.B. coaches roster for Grossmont College included:

Dorothy Arnold-basketball
Ethel Calderwood-gymnastics
Gay Cox-tennis and badminton
Eve Lill-field hockey
Jean Sprunt-volleyball

⁴⁹Jean Sprunt, interview by author, 2 September 1988, tape recording, author's home, Rancho Bernardo, California.

⁵⁰"Southern California Junior College Intercollegiate Athlete Council: 1970-1971 Roster," Special Collections, from the files of Betty Hock, San Diego City College.

⁵¹"Pacific Southwest Women's Collegiate Association: A.W.S. and W.R.A. Advisors," Special Collections, from the files of Betty Hock, San Diego City College. On October 7, members of the P.S.W.C.A. met to organize and plan for the future in women's athletics. This conference attempted to involve the A.W.S. and W.R.A. at each campus. The colleges involved were Grossmont, Palomar, San Diego City, San Diego Mesa and Mira Costa. The representatives from Grossmont were Ethel Calderwood, faculty advisor, and Terry Volz, the Assistant Dean of Student Activities.

⁵²Gerber and others, eds., The American Woman in Sport. (Reading, Mass: Addison-Wesley Publishing Company, 1974), 48.

⁵³"To: Curriculum and Instruction Committee," Memo, Special Collections, from the files of Gay Cox, Grossmont College. Prefacing their request was a statement about the importance of intercollegiate competition for women and how it had grown rapidly throughout San Diego County and Southern California. The women faculty requested an increase in credit for courses involving intercollegiate competition or advanced dance skills. The following seven courses were included in the package request:

1. 181-281 Intercollegiate Badminton

2. 182-282 Intercollegiate Basketball
3. 228-229 Dance Theatre Performance
4. 256-257 Intercollegiate Gymnastics
5. 183-283 Intercollegiate Field Hockey
6. 180-280 Intercollegiate Tennis
7. 184-284 Intercollegiate Volleyball

The staff further stated that the intercollegiate competitive program had been referred to as the honors program of physical education.

54"Grossmont College Scrapbook," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College, El Cajon, California.

By the fall semester, the members of the volleyball team were Geal Ke, Dora Fennig, Terry Mineo, Jonel Gagnon, Pam Lundquist, Dawn Von Kline Laurie Reynolds, Kathie Thornton, Debbie Binger and Nancy Scott. Reported in "The Weekly G," 20 November 1968, p. 8. They ended their season with an overall mark of two victories and three defeats. The team dropped a decision to San Diego State.

Also from the "Grossmont College Scrapbook," the spring volleyball team was listed consisting of Rhonda Dyer, Dora Fennig, Darlene Crane, Linda Jenkins, Bev Karnowski, Margaret Loftus, Terry Mineo, Carol Monroe, Barbara Sattler, Kathie Thornton and Mary Jane Kniffing.

55The Weekly G, 10 January 1968, p. 8. See also "Women's Recreation Association," Grossmont College Scrapbook, Special Collection, from the files of Dorothy Arnold and Gay Cox, Grossmont College.

56"Grossmont College Scrapbook," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont Community College, El Cajon, California. Under the guidance of Coach Dorothy Arnold, the 1968 tennis team faced a formidable schedule but fared very well by placing third in the Second All San Diego County Collegiate Tournament held at Grossmont College. The team consisted of Lou Atterbury, Terry Dunnill, Kay Engsborg, Dora Fennig, Vera Frazee, Bobbie Harlow, Linda Jenkins, Paula Lindes, Pat Lundquist, Rudene Owens, Charlotte Robinson, Marj Souders and Dawn Von Kline. The team results were:

- March 16: Grossmont tied San Diego State, 3-3
- April 17: Grossmont defeated Palomar, 12.5-10.5
- May 2: San Diego State defeated Grossmont, 3-0
- May 8: Palomar defeated Grossmont, 5-0

By May 9, the team entered the Southern California Junior College Tournament winning six matches in the event. Thirteen days later, Grossmont hosted the Second Annual Collegiate Tennis Tournament grabbing third place. The racqueteers finished the season on May 27 with a 3-3 tie against San Diego Mesa College.

57"Grossmont College Scrapbook," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College, El Cajon, California. During the spring semester, the basketball team included the following players: Rhonda Dyer, Dora Fennig, Bobbie Harlow, Linda Jenkins, Mary Kniffing, Lory Larsen, Pat Lundquist, Anne March, Terry Mineo, Kathie Thornton, and Dawn VonKline. The results of their season were:

February 28:Palomar defeated Grossmont, 31-17

March 6: Mesa defeated Grossmont, 27-22

March 6: College of the Desert defeated Grossmont,32-21

April 2: Cal-Western defeated Grossmont, 74-38

Despite these losses, the most valuable player for Grossmont was Pat Lundquist.

58"Grossmont College Scrapbook," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College, El Cajon, California.

The gymnastic team competed from March 20-May 29 at various events. The results were:

March 20:

Poway (1st) -uneven bars-Margaret Loftus(1st)

S.D. State(3rd) -beam

Grossmont(2nd) -floor ex.-Margaret Loftus(1st)
-vaulting

May 4:

A.A.U. Meet -All-Around-Margaret Loftus(1st)

May 7:

San Diego City -Bars-Margaret Loftus (1st)

San Diego Mesa -Beam

Grossmont -Floor Ex.-Margaret Loftus(1st)
-Vaulting-Margaret Loftus(1st)
-Mary Lou Jones(2nd)

May 21:

City & County -Beam-Margaret Loftus(1st)

-Bars-Margaret Loftus(2nd)

-Floor Ex.-Margaret Loftus(3rd)

-Vaulting-Margaret Loftus(2nd)

-All-Around-Margaret Loftus(1st)

May 29:

- Beam-Margaret Loftus(1st)
- Bars-Margaret Loftus(1st)
- Floor Ex.-Margaret Loftus(1st)
- Vaulting-Margaret Loftus(2nd)
- Diane Hargrave(3rd)
- All-Around-Margaret Loftus(1st)
- Team Trophy-Grossmont(1st)

See also:"Grossmont College: Women's Recreation Association: Awards Banquet 1968," Grossmont College Scrapbook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College. Other members of the team were Margie Bonapace, Pam Hart, Diane Hargrave, Dale Hylander, Mary Lou Jones and Pam Winningham.

59"San Diego County Women's Invitational Intercollegiate Track and Field Meet and San Diego Women's Intramural Track and Field Meet," Brochure, Special Collections, from the files of Betty Hock, San Diego City College, San Diego, California. The Grossmont women's track team competed in the San Diego County Women's Invitational Intercollegiate and Intramural Track and Field Meet on May 3 at the Aztec Oval at San Diego State College. Colleges and respective coaches participating were:

Grossmont: Ethel Calderwood
 San Diego City: Betty Hock
 San Diego Mesa: Sheri Peterson
 San Diego State: Kathryn Lewis

Some of the competitors for Grossmont were Karen Haustein, Kathie Thornton, Linda Jenkins, Phyllis Vail, Cathy DeStout, Lory Larsen, Bayda Shelton, Pat Lundquist, Doris Ayers, and Rhoda Dyer.

60"Grossmont College Scrapbook," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College. See also "Women's Recreation Association," Grossmont College Scrapbook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College. Grossmont was defeated by San Diego Mesa 4-0.

61The Weekly G, 20 December 1968, p. 7. The team was composed of Sandy Winters, Rosemary Hogaboom, Cookie Lelevier, Sarah Steuermann, Retha Murphy and Judy Russell.

62"Grossmont College: Women's Recreation Association: Awards Banquet 1968," Grossmont College

Scrapbook, Special Collections, from the files of Gay Cox and Dorothy Arnold, Grossmont College. The results were as follows:

(a) Tennis:

Fall: 1st Singles: Linda Jenkins
 2nd Singles: Chris Daggett
 Spring: 1st Singles: Linda Jenkins
 2nd Singles: Bobbie Harlow
 Spring: 1st Doubles: Doris Ayers-Judy Spencer
 2nd Doubles: Kathy McCallum-Barbara (no last name given)

(b) Archery:

1st: Joanne Higginbotham
 2nd: Doris Ayers

(c) 100 mile club:

Cathy De Stout - 200 miles
 Rina Vander Wielen - Miss Huson

(d) Badminton:

1st: Dora Fennig
 2nd (tie): Linda Jenkins and Sandy Winters(92)

63 "Grossmont College: Women's Recreation Association,"

Grossmont College Scorebook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College. The culminating event of the spring semester was a dinner banquet. Chief advisor, Ethel Calderwood, announced W.R.A. board members. They were Dora Fennig, president; Mary Jane Kniffing, secretary and social coordinator; Ann March and Lory Larson, volleyball and hockey; Margaret Loftus, gymnastics; Linda Jenkins, tennis; Pat Lundquist, basketball; Terry Mineo, intramurals; and track and field to be announced. Dora Fennig received the Most Outstanding Achievement Award while Mrs. Price, the physical education attendant, was voted Mother of the Year. Appreciatory gifts were given along with comments. Ethel Calderwood received a Memory Book from the officers and board members who stated, Gay Cox and Ethel Calderwood also received personal whistles with the advice that "whenever they needed help they could just whistle."

From: "1969-1970 Woman's Recreation Association," Grossmont College Scrapbook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College. The 1970 officers were:

President: Judy Russell
 Vice-president: Lory Larsen
 Secretary: Cookie Lelevier
 Publicity: Marlene Holomon

Faculty Advisor: Ethel Calderwood

The Weekly G, 3 June 1970, p. 8. During the spring banquet, the coaching staff honored approximately fifty female athletes. The following students were selected as the outstanding player in each respective sport:

Zoe Rollins: gymnastics

Nancy Bowen: basketball

Donna Petruzelli: volleyball

Judy Russell: badminton

Cookie LeLevier: tennis and field hockey

Kathie Thornton: 100-mile club

Zoe Rollins: outstanding performance

See also: Grossmont College Scrapbook, from the files of Dorothy Arnold and Gay Cox. The banquet concluded with Eve Lill being appointed as the new assistant gymnastics coach for the 1970-1971 year. Eve Lill, in turn, awarded to Marilyn Huntamer, the field hockey goalie, "a pair of roller skates to help her cover the goalie cage faster."

⁶⁴"Grossmont College Scrapbook," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College. On May 17-19 coaches and students traveled to a campsite in the Cuyamaca Mountains where hiking, talking and laughing were enjoyed by all. Members who attended were Terry Mineo, Pat Lundquist, Phyllis (no last name), Kathie Thornton, Dora Fennig, Dawn Von Kline, Bev Karnoski, Jeannine Southwell, Mary Jane Kniffing, Rhonnie Dyer, Margaret Loftus, Meegan Law, Doris Ayers, Judy Spencer, Andy Pipes and Laurie Reynolds. Advisors present included Ethel Calderwood, Gay Cox, and Dorothy Arnold. As part of their experience, the Grossmont W.R.A. shared this social experience with San Diego Mesa College. As reported: "Grossmont and Mesa Girls enjoy the afternoon in a water balloon toss. A good way to keep cool."

⁶⁵"Grossmont College: Women's Recreation Association, "Awards Banquet 1968," Grossmont College Scrapbook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College.

⁶⁶Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

⁶⁷"S.C.J.C.I.A.C. Annual Women's Tennis Tournament," brochure, Special Collections, from the files of Gay Cox, Grossmont College. During the spring

semester of 1969, the tennis team launched a vigorous schedule involving play in the San Diego League as well as the Los Angeles-based league known as the Southern California Junior College Intercollegiate Athletic Conference (S.C.J.C.I.A.C.). The latter group included a large roster of twenty-three community colleges with two colleges located in San Diego: Palomar and Grossmont.

"Official Intercollegiate and Interscholastic Tennis Score Book," Special Collections, from the files of Gay Cox, Grossmont College. Members of the Griffin squad were Sandy Winters, Cookie Lelevier, Gloria Zick, Linda Conlon, Edie Myers, Donna Weirather, Dora Fennig, Dawn Von Kline, and Sylvia Reosler. The racqueteers posted the following scores in dual match play:

March 19: Palomar defeated Grossmont 4-2 at Grossmont
 March 26: San Diego State defeated Grossmont 5-1 at Grossmont
 April 7: Grossmont defeated Mesa 5-0 at Grossmont
 April 17: Grossmont defeated Southwestern 4-1 at Southwestern
 April 18: Grossmont tied Glendale 3-3 at Grossmont
 April 21: Balboa defeated Grossmont 5-1
 April 30: San Diego State defeated Grossmont 5-1 at San Diego State
 May 14: Palomar defeated Grossmont 4-2 at Palomar

(See Appendices for individual results of each match).

The Weekly G, 30 April 1969, p. 7. On April 24-26 the tennis team traveled to the Ojai Invitational Tennis Tournament where Donna Weirather progressed to the finals before losing in three sets to Miss Driscoll of L.A. Harbor College, 3-6, 6-1, 1-6. The doubles team of Miss Meyers and Miss Winters reached the semi-finals before losing to the American River team of Miss Beer and Miss Trenter.

"Finals," Special Collections, from the files of Gay Cox, Grossmont College. The concluding tournament of the year was the S.C.J.C.I.A.C. event in which Grossmont placed fourth by scoring a total of nine points. Winning the B-Singles Division for the Griffins was Coolie Lelevier who defeated Ramona Castellanoes of Palomar, 3-6, 7-5, 6-4.

"S.C.J.C.I.A.C. Tennis Coach Roster: 1970-1971, Special Collections, from the files of Gay Cox, Grossmont College. In 1970, Gay Cox was one of thirty coaches representing her college in the Southern California Junior College Intercollegiate Athletic Conference. Other participating San Diego Colleges were San Diego Mesa with Mary Jane Komisarcik, San Diego City with Betty Hock, and Palomar with Donna Reiser.

The Weekly G, 15 April 1970, p. 7. See also brochure in Grossmont College Scrapbook, from the files of Dorothy Arnold and Gay Cox. The tennis team members included Cindy Bucaro, Linda Christianson, Cookie Lelevier, Paula Lindes, Helen Morgan, Missy Polset, and Sarah Steuermann.

"Official Intercollegiate and Interscholastic Tennis Score Book," from the files of Gay Cox. The results of their schedule were:

- March 11: Grossmont defeated U.C.S.D. 3-1 at U.C.S.D.
- March 13: Grossmont defeated Glendale, Arizona at Grossmont
- March 30: Palomar defeated Grossmont 5-0 at Palomar
- April 8: San Diego State defeated Grossmont 3-1 at San Diego State
- April 13: Grossmont defeated San Diego Mesa 3-1
: Grossmont defeated U.S.D. 3-0
- April 29: Grossmont defeated Southwestern 4-0 at Southwestern
- May 6: Grossmont defeated Palomar 3-1 at Grossmont
- May 8: Grossmont defeated U.C.S.D. by forfeit at Grossmont
- May 13: San Diego State defeated Grossmont 3-1 at Grossmont
- May 15: Grossmont tied Southwestern 2-2 at Grossmont
- May 18: Grossmont defeated San Diego Mesa 5-0 at Grossmont.

Memoranda dated May 25, 1970, Special Collections, from the files of Gay Cox, Grossmont College. In May, Grossmont was among the twenty-three colleges that participated in the Southern California Junior College Women's Tennis Tournament held at Long Beach City College. Other San Diego County Community Colleges were Palomar and San Diego Mesa. The final team scores found Los Angeles Pierce College in first

place with twenty-two points while Grossmont was in the lower half of the final results with four points. Other individual results for the Griffins were as follows:

A Singles:

- Cookie Lelevier defeated Stacy Beckmann of Glendale College 6-2, 6-3
- Jane Porphir of Santa Ana College defeated Cookie Lelevier 6-2, 6-1

A Doubles:

- Linda Christensen and Sarah Steuerman defeated Miss Gibout and Miss Novack of Los Angeles City College 6-2, 6-1
- Miss Pachlano and Miss Martin of Fullerton College defeated Miss Christensen and Miss Steuerman 6-2, 4-6, 6-2

B Singles:

- Helen Morgan defeated Carolyn Kramer of Fullerton College 6-3, 6-2
- Joanne Anthony of Long Beach City College defeated Helen Morgan 6-3, 6-0

B Doubles:

- Miss Hiram and Miss Morales of East Los Angeles College defeated Cindy Bucaro and Missy Poisette.

The Weekly G, 19 May 1971, p. 8. In 1971, the lady Griffins completed a 5-5 season of conference play lead by Donna Dietrich and Vicky Young. Other team members included Betty Cresswell, Rosemary Cresswell, Kathy Rump, Jackie Heath, Bev Wills, Marie Kroles, Kathy Jones, Sue Mooney and Lorie Penny.

"San Diego Intercollegiate Board Tennis League 1971," Special Collections, from the files of Gay Cox, Grossmont College. The full schedule of the S.D.W.I.B. Conference included both four-year universities and community colleges.(See appendices for the complete schedule.

"The Wirtanen Tennis Score Book," Special Collections, from the files of Gay Cox. Grossmont's match results for the season were:

- March 1: San Diego State defeated Grossmont 4-2 at Grossmont
- March 12: Grossmont defeated U.C.S.D 3-2 at Grossmont
- March 17: U.S.D. defeated Grossmont 3-2 at Grossmont
- March 23: Grossmont defeated Southwestern 5-0
- March 30: Grossmont defeated Cal-Western 4.5-.5

at Cal-Western
 April 12: Grossmont defeated Mesa 5-1 at
 Grossmont
 April 20: San Diego State defeated Grossmont 5-0
 at Grossmont
 April 26: Palomar defeated Grossmont 3-2 at
 Palomar
 April 28: U.C.S.D. defeated Grossmont 5-1 at
 U.C.S.D.
 May 11: Grossmont defeated San Diego Mesa 5-1
 at San Diego Mesa
 May 12: Grossmont defeated Palomar 4-3 at
 Palomar
 May 17: Grossmont defeated Cal-Western 5-1 at
 Grossmont

The Weekly G, 19 May 1971, p. 8. The toughest loss of the year came from Palomar who defeated the Griffins by the narrow margin of 3-2. Coach Cox commented, "The (Grossmont) gals really played to the wire. It was a full team effort." The remainder of the season consisted of two tournaments for the racqueteers. Donna Deitrich and Vicky Young represented Grossmont at the Ojai Invitational Tournament.

"Financial Statement: S.C.J.C.I.A.C. Women's Tennis Tournament: May 20, 21, 22, -1971," (and tennis tournament results included), Special Collections, from the files of Gay Cox, Grossmont College.

The concluding event of the year was the Southern California Junior College Intercollegiate Athletic Conference Tournament held from May 20-22. The tournament attracted twenty-eight junior colleges and a total of two hundred sixty-five participants. Pasadena College won the event with twenty-five team points while Grossmont College won four points. Results of individual match play for the Griffins was:

- #1 Singles: Betty Cresswell of Grossmont defeated Lorraine Stadnick of Mount San Antonio 6-0, 6-0
 Betty Cresswell defeated Claudia Dodd of Bakersfield College 4-6, 6-4, 6-4
 Nancy Eigenauer of Rio Hondo defeated Betty Cresswell 6-3, 6-1
- #3 Singles: Joann Spadaro of Los Angeles Pierce defeated Jackie Heath of Grossmont 6-1, 6-1
- #1 Doubles: Donna Deitrich and Vicky Young of Grossmont defeated Miss Eame and Miss Davis of West Los Angeles by default

Donna Deitrich and Vicky Young defeated Miss Lehmann and Miss Puliselich of Los Angeles Harbor 6-0, 6-0

Miss Anderson and Miss Hendricks of Long Beach City defeated Miss Deitrich and Miss Young 6-1, 6-8, 8-6

#2 Doubles: Miss Karch and Miss Brooks of Fullerton defeated Bev Wills and Marie Kroles of Grossmont 6-1, 7-5.

⁶⁸Gay Cox to Richard Lowe, 5 March 1969, Special Collections, from the files of Gay Cox, Grossmont College. Also under the direction of Coach Cox, the 1969 badminton team competed in a sports-day on March 5. The competition which included San Diego State University was won by Grossmont College. Regarding the sport of badminton, Gay Cox stated, "Intercollegiate badminton is growing rapidly in our area. Next year will find more schools participating on a higher level of skill."

"Team Totals," Special Collections, from the files of Betty Hock, San Diego City College. Gay Cox's prediction came true for Grossmont College as they competed during the next semester in the S.D.W.I.B. Badminton Tournament. On December 12, the Griffin's won the event with a team point total of twelve.

"1969-1970 Woman's Recreation Association," Grossmont College Scrapbook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College. In 1970, the badminton team members were Nancy Bowen, Coolie Lelevier, Terry O'Malley, Judy Russell, Dana Sherrell and Sarah Steuermann.

The Weekly G, 28 October 1970, p. 8. In October, the Griffins played San Diego State losing to the Aztecs by the close score of 4-3. Grossmont was scheduled to meet Southwestern on October 28 at Southwestern.

"Palomar College Scrapbook," Special Collections, from the files of Mildred Ayers, Palomar College. The concluding event of the semester was a badminton tournament with other community colleges including Southwestern, San Diego Mesa, San Diego City and four-year university, San Diego State. The following entries played for Grossmont:

Singles: Judy Russell

Cookie Lelevier

Doubles: Nancy Bowen and Sarah Steuermann

Terry O'Malley and Dana Sherrell

The Weekly G, 17 November 1971, p. 8. In 1971, the badminton team was lead by Laurie Berger at Number One Singles, the Griffins tied San Diego Mesa 4-4 on November 2. The next match was scheduled for November 16 with San Diego State University.

The Weekly G, 8 December 1971, p. 8. The school newspaper, announced that the badminton team had a rematch with San Diego Mesa on December 14.

69"1969-1970 Woman's Recreation Association, Grossmont College Scrapbook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College. Coach Eve Lill assembled her 1969 field hockey team for action. Team members included Sheila Baker, Patsy Berry, Cindy Bucaro, Carol Crismon, Sue Hoody, Marilyn Hautamer, Lory Larsen, Cookie Lelevier, Liz Mulloy, Carol Mulvehill, Kristie Napierskie, Dana Sherrell and Sarah Steuermann.

The Weekly G, 3 November 1971, p. 7. In 1971, The field hockey team began with hopes of improving their second place conference record from last year. Under the direction of Coach Eve Lill, the team was scheduled to play against both two-year and four-year colleges. The players completed the following schedule:

October 28: San Diego State University
 November 4: San Diego Mesa
 November 9: United States International University
 November 18: San Diego State University
 December 2: United States International University
 December 9: Palomar College
 December 14: San Diego Mesa
 January 11: Palomar College

On October 28, San Diego State defeated Grossmont 4-2. Eve Lill, interview by author, Tape recording, Grossmont Community College, El Cajon, California, 9 August 1988. Coach Lill, however, explained the benefits of playing a well-coached four-year university team:

Certainly the level of competition, I felt, and again I can only speak for field hockey, because that was the connection over the years, but Beverly (Smith) was an outstanding coach (of San Diego State University), so

when my team came against them, the level of competition was there... and the rivalry. We were two-year... they were four... we were out to show them how good we were.

The Weekly G, 10 November 1971, p. 7. A second loss was sustained by the team as they lost to San Diego Mesa 3-1. This placed them in a tie for second place with United States International University while San Diego State and San Diego Mesa held a tie for first place.

The Weekly G, 3 November 1971, p. 7. Grossmont was able to subdue U.S.I.U. by a score of 4-2 .

The Weekly G, 17 November 1971, p. 7. In a rematch, Grossmont played U.S.I.U. to a 1-1 tie as Griffin Laura Hyde picked up the single score.

⁷⁰Ibid. The gymnastics team was unique because it was a fall/spring sport so they practiced during the fall of 1969 and continued through the spring of 1970. Members of this dedicated team which was coached by Ethel Calderwood included Gretchen Alberty, Diana Anderson, Marty Arbaugh, Kathy Carroll, Elizabeth Eggstaff, Linda Greer, Debbie Howell, Marilyn Huntamer, Linda Moxey, Adele Pinney, Sandi Post, and Zoe Rollins.

The Weekly G, 15 April 1970, p. 7. The gymnastics team continued in 1970 during both the spring and fall semesters under the direction of Ethel Calderwood. On April 15, the Griffins hosted a tournament which included San Diego State, San Diego Mesa, the University of California at San Diego, and San Diego City College. Team members were Zoe Rollins, Gretchen Alberty, Elizabeth Eggstaff, Diana Anderson, Marilyn Huntamer, Kathy Carroll, Adelle Pinney, Linda Greer, Marty Arbaugh and Debra Howell.

The Weekly G, 28 October 1970, p. 8. During the fall semester, the gymnastics team continued to compete against colleges such as San Diego Mesa, San Diego City and Southwestern. On November 6, a meet occurred against San Diego Mesa at Grossmont.

⁷¹Ibid. Coached by Dorothy Arnold, the members of the 1969 Griffin volleyball team were Joy Ascroft, Nancy Bowen, Dee Dee Brown, Terry Damberger, Cathy Dill, Maureen Farley, Marlene Holomon, Jessie Sprague, Donna Petruzzelli, Sarah Steuermann, and Kathie Thornton.

"1969-1970 Woman's Recreation Association," Grossmont College Scrapbook, Special Collections, from the files of Gay Cox, Grossmont College.

In 1970, the volleyball team had two coaches. For the spring semester Dorothy Arnold took the reins while the new faculty member, Jean Sprunt, assumed the head coaching job in the fall.

Coach Arnold's team consisted of the following players: Joy Ascrot, Nancy Bowen, Dee Dee Brown, Terri Damberger, Cathy Dill, Maureen Farley, Marlene Holoman, Donna Petruzzelli, Jessie Sprague, Sarah Steuermann and Kathie Thornton. See also Nancy Oates, "Women teams off to fast sports start," The Weekly G 27 (October 1971): 8.

⁷²Ibid. The basketball squad for 1969-1970 was also directed by Dorothy Arnold. Team members included Sheila Baker, Nancy Bowen, Sue Butler, Fran Cosentino, Jackie Heath, Roberta Howard, Kay Irwin, Sally Kerr, Lory Larsen, Susan Molenhouse, Kristie, Napierskie, Terry O'Malley, Judy Russell, Dana Sherrell, and Kathy Thornton.

"1969-1970 Woman's Recreation Association," Grossmont College Scrapbook, Special Collections, from the files of Gay Cox, Grossmont College. In 1970, the basketball team under the direction of Coach Arnold consisted of the following players: Kristie Napierskie (captain), Jackie Heath, Judy Russell, Nancy Bowen, Sue Butler, Terry O'Malley, Lory Larsen, Kathy Thornton, Dana Sherrell and Fran Cosentino, Sheila Baker, Roberta Howard, Kay Irwin, Sally Kerr, Susan Molenhouse, and Dana Sherrell.

⁷³Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 226.

⁷⁴Tom Peters and Nancy Austin, A Passion for Excellence: The Leadership Difference (New York: Random House, 1985), 326.

⁷⁵The Weekly G, 14 April 1970, p. 7. The lady cagers finished the season with a 3-3 overall record. The team recorded the following scores:

Grossmont defeated Mesa 29-25 and 38-35

Grossmont defeated United States International University 35-34

Southwestern defeated Grossmont 37-26

Palomar defeated Grossmont 47-23 and 39-22.

The team scheduled additional future contests against San Diego State and Southwestern College.

⁷⁶The Weekly G, 31 March 1971, p. 8. In 1971, the starting five for the Griffins were Debbie Teter, Debbie Yaddow, Nancy Bowen, Donna Dietrich and Debbie Walters. Other team members included Laura Hyde, Jessie Sprague, Vicki Young and Laurie Berger.

The Weekly G, 10 March 1971, p. 8. The hoopsters began the season by defeating San Diego Mesa 26-20 in early March. The next game scheduled was U.S.I.U. on March 23.

The Weekly G, 31 March 1971, p. 8. According to Coach Arnold who anxiously awaited the rest of the season, the team to date has "done beautifully." Results were:

Cal Western defeated Grossmont 46-42 and 27-25
Grossmont defeated Southwestern 42-31
Grossmont defeated San Diego Mesa 30-23

Other games scheduled were:

Grossmont against San Diego State University on April 1
Grossmont against Palomar College on April 13

"Report on Meeting of S.D.W.I.B. Basketball Coaches: Wed., April 21, 1971," Special Collections, from the files of Gay Cox, Grossmont College. At the conclusion of league play, Grossmont was tied with Southwestern for first place. In order to determine the method of settling the tie, the S.D.W.I.B. Coaches met on April 21. The following coaches were present at the meeting:

Beverly Smith, San Diego State;
Sheri Peterson, San Diego Mesa;
Gloria Johnson, Southwestern;
Viola Jeffery, Palomar;
Dorothy Arnold, Grossmont
Andy McKay of U.S.I.U. at Cal-Western Campus was absent.

The coaches decided by a 4-1 vote that there would be a playoff of the tie between Southwestern College and Grossmont College before May 14 on a neutral court. Southwestern was to check with Grossmont to determine the exact date. From: "The San Diego Women's Intercollegiate Board Meeting Minutes: 1971 Spring Meeting, May 25, 1971," page two. From the files of Gay Cox. Because the Southwestern College

coach refused to play and/or establish a date, the championship was awarded to Grossmont College by forfeit. In addition, according to the S.D.W.I.B. minutes of May 25, Southwestern College wrote a letter to President Dorothy Arnold indicating that Southwestern College did not intend to rejoin the S.D.W.I.B. Conference next year.

⁷⁷The Weekly G, 5 May 1971, p. 7. On the brighter side, an all-star game to culminate the season was scheduled for April 21 at San Diego State University. The game was played by the top competitors from the six colleges and universities in the S.D.W.I.B. Conference. The Weekly G reported about the exciting event:

The players were divided into two teams: the Reds coached by S.D.S.C. basketball coach, Beverly Smith, and the Blacks, coached by Grossmont's Dorothy Arnold. The game went into an overtime period after a 46-46 tied score, after which the Reds emerged victorious.

⁷⁸Tom Peters and Nancy Austin, A Passion for Excellence: The Leadership Difference (New York: Random House, (1985), 325.

⁷⁹The weekly G, 17 March 1971, p. 7.

⁸⁰The Weekly G, 17 March 1971, p. 7. In 1971, team members were Gretchen Alberthy, Kathi Carroll, Peggy Olson, Cindy Bucaro, Cheryl Czernalawski, Karla Rose and Linda Greer. See also The Weekly G, 19 May 1971, p. 7.

The Weekly G, 17 March 1971, p. 7. On May 17, the gymnasts traveled to Long Beach City College for a meet. They placed second to San Diego State University.

The Weekly G, 24 March 1971, p. 7. However, among community colleges, Grossmont grabbed first place honors with a total score of 60.15 points while Long Beach City College took second with a score of 44.10. Stand-outs for the Griffins as first place finishers in their respective events were Gretchen Alberthy on the unevens (parallel bars), Peggy Olson in the vaulting, and Kathy Carroll on the balance beam. The gymnasts looked forward to a tri-meet with San Diego Mesa and San Diego City College on March 31.

The Weekly G, 19 May 1971, p. 7. In April, the gymnastic team defeated Long Beach City College, San Diego Mesa College and Long Beach State University.

On May 5, the top twenty women gymnasts from the San Diego County Community Colleges competed in the Fourth Annual College Invitational Tournament. Peggy Olson of Grossmont won the vaulting event with a 9.00 score.

The spring semester concluded with the Griffins attending the S.D.W.I.B. finals at San Diego Mesa College on May 12. Grossmont placed third in the event with a total score of 46.86.

The Weekly G, 17 November 1971, p. 8. The fall semester brought the resumption of gymnastic competition as the team traveled to San Diego Mesa College for a meet with San Diego State University, the University of California at San Diego, and San Diego Mesa College. A re-match was slated with the same institutions of December 1.

The gymnasts returning from last year were Cindy Burcaro, Linda Greer, Peggy Olson, Cheryl Czernalawski and Karla Rose. New team members included Gail Arnold, Caludia Dyson, Alice Grant, Marge La Due, Wanda Lou, Jeanne Mellon, Chris North, Julie Preston, Sandy Rorkstead, Debbie Skipper, Robin Thomas, Maria Nickols, Margie Butler and Janet Berquist.

⁸¹Tom Peters and Nancy Austin, A Passion for Excellence: The Leadership Difference (New York: Random House, 1985), 327.

⁸²Jean Sprunt, interview by author, 2 September 1988, tape recording, author's home, Rancho Bernardo, California. Jean Sprunt described some of the problems she faced:

(San Diego) State was still at the fight stage, you know.... We had, for example... volleyball practice two times per week from 8-10:00 P.M. on Monday-Wednesday and every weekend on the road. I mean, you know... nothing was conducive so you felt you were batting your head against a brick wall.

⁸³---. Personal interview. 2 September 1988. Jean Sprunt took her new-found optimism into her coaching and combined it with her expectations of excellence which she had always demanded from her teams at the four-year university. By 1971, Coach Sprunt had shaped and pushed her team into a second place finish in the culminating S.D.W.I.B. Championships.

Their only loss occurred against a four-year institution, the University of California at San Diego.

The Weekly G", 28 October 1970, p.8. In October, Jean Sprunt, the former San Diego State Coach, took over the Grossmont College volleyball team. Coach Sprunt began by directing her team to a 17-15 victory over Southwestern College. The Griffins had a game scheduled for October 29 against Mesa College at home.

The volleyball team members included Sharon Beilstein, Nancy Bowen, Jan Campbell, Teri Damberger, Bobbie Farley, Teri O'Malley, Donna Petrazelli and Terri Wiley. Competition in the conference came from San Diego Mesa, Palomar, Southwestern, Cal-Western University, the University of San Diego, and San Diego State University.

The Weekly G, 17 November 1971, p. 8. Playing for Grossmont were Gigi Barker, Donna Dietrich, Pam Livingston, Peggy Mustol, Teri O'Malley, Sharon Paluso, Val Peck, Anne Preston, Leah Shipherd, Lucy Simitzes, Debbie Teter, Carol Wickersham, Tery Wiley, Paula Wilson and Vicky Young.

The Weekly G, 27 October 1971, p. 8. The spikers were looking forward to a match against the University of California at San Diego on October 29.

The Weekly G, 17 November 1971, p. 8. The culminating event of the season was the S.D.W.I.B. Volleyball Tournament beginning on November 18 at Grossmont College. As the Griffin team prepared for the event, they anticipated strong competition from San Diego State University which held a 5-0 record in conference matches going into the tournament. Other institutions participating in the event included Palomar, San Diego Mesa, San Diego State University, United States International University, the University of California at San Diego, and Southwestern College.

The Weekly G, 8 December 1971, p. 8. At the conclusion of the tournament, the Weekly G reported that the Griffin volleyball team played extremely well in the tournament grabbing second place overall as the University of California at San Diego captured first place honors.

⁸⁴Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 217.

⁸⁵Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

⁸⁶Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

⁸⁷Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

⁸⁸Tom Peters and Nancy Austin, A Passion for Excellence: The Leadership Difference (New York: Random House, 1985), 328.

⁸⁹Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California, 8 September 1988.

⁹⁰"Grossmont College: Women's Recreation Association," Awards Banquet 1968, Special Collections, Grossmont College Scrapbook, from the files of Dorothy Arnold and Gay Cox.

⁹¹Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont College, El Cajon, California.

⁹²Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont College, El Cajon, California.

⁹³Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

CHAPTER 6

SOUTHWESTERN COLLEGE

During an election on November 8, 1960, the voters approved the formation of the Sweetwater Junior College District. The original classes were held on September 10, 1961 at Chula Vista High School and began with an enrollment of 1,675 students. On September 14, 1964, classes opened at the present Otay Lakes Mesa campus in Chula Vista, California.¹

One of the leading historians in physical education, Ellen Gerber, explained the value of intramurals, play days and other forms of sport to the historical development of women's intercollegiate athletics in this country when she stated:

Because most contests have taken place within the colleges, rather than between them, historians have generally dismissed collegiate sport for women as if it did not exist. This value judgment ignores the importance to the women of interclass competition, for example, and fails to recognize the validity and appropriateness of the various competitive forms developed to meet the needs of the college women. These include intramurals, in the form of clubs, interclass, interdorm and sorority matches, and extramurals, in the form of sports-days, playdays, interclass-interschool events, telegraphic meets, and, of course, varsity teams. Each had their purpose and their heyday.²

This description concerning the events involving

women's competitive experiences at colleges and universities has provided some credence to what occurred at Southwestern College. Unlike the early developing women's athletic programs at Palomar College and Grossmont College, Southwestern College did not have an intercollegiate team until 1970. An historical analysis, however, revealed that Southwestern College was involved in various other forms of competition. Reflecting the historical explanation given by Gerber, the women's athletic staff participated in many play days and intramural events which occurred as early as 1962.

When searching for the causal factors for the late development of intercollegiate teams at Southwestern College, the lack of vision for a women's athletic program among the women's staff was not the reason for their non-existence. Carrol Hauenstein,³ the first woman physical educator at Southwestern College when college classes began, had been hired in 1955 by the Sweetwater School District.⁴ Loretta Taylor, a fellow faculty member, recalled that Carrol Hauenstein had a strong desire for establishing intercollegiate teams:

She (Carrol) was very much ahead of her time in many ways.... She was a very independent woman.... Carrol has always been a forerunner in the women's movement. She wanted women to participate in sports; she wanted a strong dance program; she wanted women to have everything the men have.⁵

Since Carrol Hauenstein did have a strong, clear vision of a women's intercollegiate athletic program at Southwestern College as soon as the early sixties, it was curious that the women's athletic program was not established until almost a decade later.

The Informal Period: 1961 - 1965

Carrol Hauenstein began teaching physical education in 1955 at Chula Vista High School, a temporary location, as the new college was being built. While at this interim facility, Carrol Hauenstein remembered some informal inter-class tennis tournaments played under the auspices of the Associated Women's Students. She recalled, "The winning team played other colleges. The women's advisors met physical education teachers from other colleges. I remember beginning with badminton, volleyball and tennis."⁶ These initial contests were actually play days and extremely informal in nature.

The Structural Period: 1965 - 1967

Since Carrol Hauenstein wished to build a women's athletic program, the college decided to hire another full-time instructor based upon the recommendation of Carrol Hauenstein. In 1965, Loretta Taylor was added

to the staff.⁷ However, when Loretta Taylor arrived, she learned of Carrol Hauenstein's ambition to begin a women's athletic department (see table 3, p. 231 for the hiring of the women's coaching staff and their coaching assignments in the development of women's athletic teams). As Loretta Taylor recalled, "Then after I got here, we got involved in women's sports. There were only two of us. So then she (Carrol Hauenstein) wanted me to do dance and coach basketball, too, at the same time."⁸

Carrol Hauenstein and Loretta Taylor soon faced resistance from the administration of the college, including Chet DeVore, the President of Southwestern College, Tom Parker, the Athletic Director, and the men's coaching staff. As Carrol Hauenstein recalled, "I had nine or ten fights with the President and fought with the men every time, especially over football coaches."⁹ Loretta Taylor explained the background of the situation:

See, (Tom) Parker (the Athletic Director) and (Chet) DeVore (the President) were both strong... and they thought there was something wrong with us because we weren't happy with the way things were going.... We both just kind of struggled and we knew we weren't doing what the other colleges were doing. See, we didn't have the sports program.¹⁰

Ms Taylor remembered what she and Carrol Hauenstein were told by the administrators, "Don't coach. We don't ask you to do dance concerts; we don't ask you to

TABLE 3

SOUTHWESTERN COLLEGE
Coaching Assignments - Women's Athletic Staff

YEAR	PD	BM	BK	GY	TS	VB
1962	CH	..	..	..	..	..
1963	CH	..	..	..	..	..
1964	CH	..	..	..	..	..
1965	CH	..	LT	..	..	..
1966	CH	..	..	..	..	..
1967	CH	..	..	..	..	..
1968	CH	..	..	..	..	..
1969	CH	..	..	..	..	..
1970	CH	GJ	GJ	GJ	GJ	GJ
1971	CH	GJ	GJ	GJ	..	CB

PD - Play day or Sports day GY - Gymnastics team
 BM - Badminton team TS - Tennis team
 BK - Basketball team VB - Volleyball team
 .. - No record of a team or event that year

Coaching of:

CB - Carolyn Brady
 CH - Carrol Hauenstein
 GJ - Gloria Johnson
 LT - Loretta Taylor

have play days or spend any extra time.... We didn't ask you to do this; this is of your doing."¹¹ Although the two women received no extra pay or released time for their efforts, they continued to struggle for a program. Finally, they were summoned to the President's Office to discuss the matter. Loretta Taylor vividly recalled the incident with the President. She reported what he said to them:

Now let's get down to business. What's really the problem out there? With Helen (the President's wife) and I, we raised two girls and two boys. The boys played with balls and the girls played with dolls. Now, I don't understand what your problem is out there.¹²

The other area of major resistance was the men's coaching staff. Loretta Taylor recalled that the men wanted more coaches for men's sports. She remembered the feelings of the chairman of the department:

'We don't need women in this department for anything except to teach dance.' But remember in those days, we were getting resistance. See, all of those colleges were just new and the men wanted more coaches for men's sports and we could just hire so many people. So we just kind of swallowed and started over.¹³

Even though Carrol Hauenstein wanted to hire other staff members in order to build a women's athletic program, she was not allowed to do so as one after another of the open positions were filled by men's coaches.¹⁴ Loretta Taylor recalled a situation, soon after another men's coach was hired, when Dorothy

Arnold of Grossmont College came to Southwestern College for a play day. She recounted how Dorothy Arnold walked into the physical education faculty room, looked around and said, "Where are your other women instructors? I want to meet them. I just remember that Dorothy (Arnold) was astonished that there were only two of us. And she said, Why? Why?"¹⁵

Loretta Taylor stated that this was very discouraging to Carrol Hauenstein and herself. She added, "It was very hard for Carrol... very, very hard... and she was always a lady... she wouldn't fight."¹⁶

Of course, with staunch resistance from the administration and the athletic director, the two women also struggled because they had no budget for their traveling squads. Finally Carrol Hauenstein and Loretta Taylor requested a separate budget for the men's and women's sport programs. She recalled the situation:

That was another battle, see. Carrol and I would go in and have meetings with administrators and tell them our problems and ask to have our budgets split (from the men's athletic department). And one year, they told us we were going to have separate budgets... we would have complete control of it. It came out like it had never been discussed. So we had another year to fight that.

See, our budget was controlled by the men's athletic director... he was athletic director and chairman of our department so we got what he said we could have. That was what it amounted to and it

was just... it was incredible... I remember... some things you can look back and laugh but it wasn't funny then.¹⁷

Loretta Taylor remembered the one year that she coached basketball at Southwestern College. Having experienced nine years of successful competitive basketball during her childhood and early adulthood,¹⁸ Loretta Taylor was perplexed by her demanding workload at the college. Loretta Taylor recalled the conflicts in her schedule:

It was maddening. I was practicing, rehearsing for a dance concert and coaching basketball at the same time. I just didn't have enough time to spend with my girls. They were not as well coached as the (San Diego) Mesa team and that embarrassed me because when I do something, I like to do it right.¹⁹

The result was that Loretta Taylor decided to devote her time to teaching and the dance program and refrain from coaching. Thus, the women's sports program suffered a serious loss because the women's coaching staff again consisted of only one staff member.

Carrol Hauenstein tried, given these conditions and even more restricted resources, to form a Women's Recreation Association (W.R.A.) as an organizational base for her department. The organization never received much status and failed to actively develop.

Lacking intercollegiate teams and being the sole member of the department, Carrol Hauenstein tried to

keep some form of competition for the women students through the scheduling of play days. She recalled:

I remember in the first years that I coached and traveled with the men's tennis team. Oh yes, I also remember playing in Lancaster in volleyball.

I remember Grossmont (College) under the leadership of Dorothy Arnold and Palomar (College) with Ethel Caulderwood and Donna Reiser. The first meeting I remember was with Dorothy Arnold, though. We met for tea; it was very casual. We played Palomar and Grossmont. It was very casual competition with the colleges. Actual competition began with Palomar in '62 or '63. This was followed by competition with Grossmont in volleyball and basketball on the Southwestern campus in 1964.²⁰

Loretta Taylor recalled how Carrol Hauenstein traveled with students to the play days:

And I thought that it (the play day) might have been at different places. They would have a part of it one place and another part somewhere else. They bussed the students there and their idea... see, she (Carrol Hauenstein) was annoyed because we couldn't have regular women's intercollegiate sports and so that was the alternative.²¹

The Formal Period: 1967 - 1972

Although Carrol Hauenstein was the lone member of her department until 1969, she constantly battled for a more comprehensive program in women's athletics. Finally, she was able to meet with women from other community colleges to form the San Diego Women's Athletic Board (S.D.W.I.B.) Conference. She attended meetings of the conference but she was unable to develop teams at her own institution.²² Carrol

Hauenstein also helped found the Pacific Southwest Athletic Conference which was later superseded by the S.D.W.I.B.

Through the late sixties, Carrol Hauenstein was actively engaged at the college in curriculum development for the physical education/dance department. She also served as the spokesperson for women's sports and was, unofficially, the women's athletic director. As Loretta Taylor summarized, "She was considered head of the women's department, but she had no authority whatsoever."²³

Finally, Carrol Hauenstein sought the help of a Governing Board member who seemed to be sympathetic to the problems she faced. The board member suggested the formation of a committee of interested citizens who could convince the authorities at the college that more help was needed in the women's athletic department. This strategy proved effective as Gloria Johnson²⁴ was hired in 1970. Although Gloria Johnson had experienced a very limited exposure to competition in her own background at junior and senior high school,²⁵ she denied herself intercollegiate competition when she attended San Diego State University. As she stated:

I went to Southwestern (College) when it was housed at Chula Vista. That was my first experience with even being involved in sports. I was very good at what I did. I always was involved in junior high and high school... running and, you

have it, basketball. She's short and she's wiry... but as far as my ethnic background, no. Women didn't do it but, if you did it, you just really had to defend what you were doing, I guess.

So when you said did I see teams at (San Diego) State... yes, but that was like saying... you have to separate what is available and what you get involved in... that's not for me. That's not part of what I can do. That's not available to me... that's for somebody that lives in San Diego State or Mission Hills or... I live in Chula Vista... I live in San Ysidro.²⁶

Gloria Johnson was hired specifically to coach and to enhance a program that had barely started. As she recalled, "I was hired to start what we considered to be a reasonable program in women's sports and that's it."²⁷ However, Gloria Johnson immediately ran into difficulties with the lack of support from the administration, the lack of a budget and the lack of adequate practice time in the facilities. She explained:

So I went to the athletic director at that time who was opposed to my being hired here. They (the men's staff and the administration) wanted to hire another football coach (instead of me)... and I said I want facilities so that my kids can also go to work after practice and get rides. But Tom Parker and I... we butted heads....²⁸

She summed up the financial situation that she experienced, "So, the first two years here were extremely frustrating on how do you enhance a program without any support... without any financial support... and without anybody else giving a heck what you do."²⁹ Added to these difficulties was the lack of a decent

practice time for her teams. She related her problems with the men's coaching staff over facility use:

But we (the women) also started... to the fact that...we have to take leftovers. I put here... the men taught from 3:00 to 5:00 and then it was dark. There was a basketball team out here where the tennis courts are now that were... I mean it was as... well, it should have... we should have taken a picture on it so we could show people what we were doing. It was an old rim and it should have gone into the historical society where we started in basketball. But that's where we practiced from 5:00 P.M. to 7:00 P.M. And the only reason was it was also light out there.³⁰

The Realization Period: 1970 - 1972

Even with all of these hardships, Gloria Johnson attempted to field intercollegiate teams in gymnastics, badminton, tennis, volleyball and basketball. In 1970, the gymnastics team distinguished itself by placing first at a tournament at Grossmont College.³¹ Gloria Johnson also lead her 1970 badminton team to a first place conference record against Grossmont College, Palomar College, San Diego Mesa College, and the University of California at San Diego.³² Many of these team members returned for the 1971 season. They again took many first place honors including a tournament sponsored by the American Badminton Association of Southern California.³³ Finally, the 1971 basketball team had an outstanding season tying for first place with Grossmont College.³⁴ However, the championship

was awarded to the Lady Griffins because Southwestern College refused to play the game.³⁵

After this short stint at coaching, Gloria Johnson decided to quit the athletic program and teach full-time in physical education. She summarized her feelings:

If you have the motivation, if you have the interest, if you have the kids that have the interest, you can do anything you want to do. Whether it's organized... and that is where I think I need to make sure that you know how I feel. Coaching to me is on an organized, systematic, learning skills, refining skills....

It seems like if I'm constantly hitting my head up against a stone wall whether it's uniforms, facilities, etc. And I felt that knowing why I was brought here, either I had to make it or I had to say I can't do it.³⁶

Thus, the women's athletic department again was reduced to one member. To remedy this problem, Carolyn Brady was hired in 1971 as an addition to the women's coaching staff³⁷ (see figure 9, p. 240 of the women's athletic staff to date). She became the head volleyball coach³⁸ and later lead the women's athletic department.

By the end of 1971, Carrol Hauenstein, who had become the unofficial women's athletic director, became discouraged. Loretta Taylor described how she felt:

She kind of got burned out after Gloria (Johnson) came... and possibly after Carolyn (Brady) came which is kind of sad. I understood it but some of our younger staff members didn't. She was a member... and she got to where she wouldn't even go to the (S.D.W.I.B.) meetings.

Fig. 9. Seated, left to right: Gloria Johnson, Carrol Hauenstein. Standing, left to right: Loretta Taylor, Carolyn Brady.

She really got burned. She had the title of Women's Athletic Director and was supposed to attend all of those meetings. And she started just kind of bowing out. And I knew she was burned out, after about a ten-year period. I would say that Carroll really struggled... and she was not recognized for many of the things she was trying to do. She wanted this to be a really good department but she just got tired.³⁹

Loretta Taylor concluded with the statement about Southwestern College as she knew it, "We, Carol and myself, were the frontier people in this department."⁴⁰

A Heritage of Women Leaders

Leaders are not always successful. Carol Hauenstein possessed the vision of having a viable women's athletic program at Southwestern College. In this case, however, there was not enough departmental support to overcome the overwhelming restraints placed upon her by the administration and the men's athletic department. She was not able to rally a constituency of students around her. Whatever persistence and focus she had were worn down by the constant rejection of those in authoritative positions. As her colleague reported about her unofficial position as women's athletic director, "She had no authority whatsoever."⁴¹

She could not create an environment because none was allowed to exist. Her only attempts to hire key personnel resulted in their frustration and rejection

of coaching assignments. When she finally sought to get political help through citizens of the community and members of the governing board, it was too little too late.

In conclusion, Carrol Hauenstein and Loretta Taylor developed a comprehensive physical education curriculum and a strong dance program but they met with very limited success when they tried to establish a women's intercollegiate athletic program. It can be said that Carrol Hauenstein and Loretta Taylor may have truly been the frontier people at Southwestern College. However, not everyone from the frontier survived.

NOTES

¹Joseph Rindone, Brief History of Sweetwater Junior College District (Chula Vista, California: Southwestern Community College District, 1986), 1-2.

²Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass: Addison-Wesley Publishing Company, 1974), 56.

³Carrol Hauenstein, interview by author, 12 October 1988, telephonic interview, to subject's home, New Mexico. Carrol Hauenstein describes her educational and sport background:

I got my B.A. from UCLA in political science and physical education. I got my M.A. at San Diego State.

I really was a tomboy when I grew up. At Manual Arts (High School in Los Angeles), we had the G.A.A. (Girls' Athletic Association) and through high school. I lettered in sports and later became the advisor for G.A.A. We had inter-high school teams in the southern area. There was competition in track, basketball, baseball. I also remember archery teams at U.C.L.A. (We had) competition in track, basketball, etc. from 1931-1935.

⁴Files of Physical Education, Southwestern Community College, Chula Vista, California.

⁵Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern Community College, Chula Vista, California. Loretta Taylor reviews her background:

I grew up in Arkansas. I loved dance. I went to Arkansas State University, enrolled in a modern dance class; never played a basketball game since... just fell in love with it(dance) and I got... I changed schools a couple of times. I went to North Texas University and then went to Abilene Christian (where I got my degree). And then I did my

graduate work at Long Beach and SD State. I got my Master's (Degree) at San Diego State with a specialty in dance.

⁶Carrol Hauenstein, interview by author, 12 October 1988, telephonic interview, to subject's home, New Mexico. The school newspaper, The Athapascan, recorded the following events:

The Athapascan, 14 April 1962, p. 4. Report of the beginning of intramurals with a badminton tournament sponsored with sixteen teams. Each team consists of one male and one female.

The Athapascan, 10 May 1962, p. 4. Report of an intramural badminton tournament with leaders Nancy Rice and Tim Speegle.

The Athapascan, 10 May 1962, p.1. Report of a co-ed volleyball tournament composed three males and three females.

⁷Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California. Loretta Taylor recalled:
I had a good job at McGill (High School). I taught all dance and I really had a good time there but I thought this would be a challenge so I came here. I came from Mt. Miguel High School where I was teaching all dance. It's part of the Grossmont district. Back in Spring Valley and I had a very strong program there. And Carrol (Hauenstein) was instrumental in getting me hired because she wanted me to build a dance program here.

8---. Personal interview. 29 September 1988.

⁹Carrol Hauenstein, interview by author, 12 October 1988, telephonic interview, to subject's home, New Mexico.

¹⁰Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California.

11---. Personal interview. 29 September 1988.

12---. Personal interview. 29 September 1988.

13---. Personal interview. 29 September 1988.

14---. Personal interview. 29 September 1988.
Loretta Taylor recalled:

Oh yes, so we had, let's see...one, two, three, four, five... I know we had five or six men before Gloria (Johnson) was hired. We just kept on and on hiring men. And finally we were able to convince them that we really needed help...that we had to have help.

15---. Personal interview. 29 September 1988.

16---. Personal interview. 29 September 1988.

17---. Personal interview. 29 September 1988.

18---. Personal interview. 29 September 1988.
Loretta Taylor recalled her experiences:

I grew up in Arkansas where we had varsity basketball... in high school. And I was on the basketball court all the time. I know the game and I know how to coach it. I played basketball in D.C... we had a heavy schedule. We played the marines and we played several real strong teams.

There was a teacher's team in D.C. that had been playing together for about twenty years. They were fantastic. Most of them were physical education teachers. And one time we played a preliminary game for the Baltimore Bullets and somebody... I don't remember who... it was a very strong league. So I played alot of years of basketball and loved it. I played three seasons there for my high school. I played about nine years of basketball.

19---. Personal interview. 29 September 1988.

²⁰Carrol Hauenstein, interview by author, 12 October 1988, telephonic interview, to subject's home, New Mexico. The Athapascan, 7 May 1964, p. 5. The school paper reported a "Tennis Playday" to be held at San Diego Mesa College including community colleges: Palomar, Grossmont, and Mesa.

²¹Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California.

²²The Athapascan, 19 December 1969, p. 4. The school newspaper reported a singular event with a badminton team this year. The badminton team took third in a tournament at San Diego Mesa College. In a round-robin event Suzette Wehunt won in singles. Other players included Celeste Cunha in singles and Linda Young/Pat McBride in doubles; Barbara Case and Cindy Stanger in doubles.

²³Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California.

²⁴Gloria Johnson, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California. Gloria Johnson recalls, "I'm Mexican but I was born in L.A., California. At Southwest Junior High School and I taught there a year. I was at S.D. State as a teacher for one whole year in the summer as a graduate assistant working on my Master's."

²⁵---. Personal interview. 29 September 1988. I went to the Academy of the Lady of Peace one semester...with skirts...those wool skirts, pleated...ugly...early ugly...white blouses...those blue sweaters. We played volleyball...and nobody said anything about uniforms or facilities...they were outside.

²⁶---. Personal interview. 29 September 1988.

²⁷---. Personal interview. 29 September 1988.

²⁸---. Personal interview. 29 September 1988.

²⁹---. Personal interview. 29 September 1988.

³⁰---. Personal interview. 29 September 1988.

³¹The Athapascan, 8 January 1971, p. 4. The school newspaper reported that the gymnastic team lead by Marian Henderson took first place at a tournament at Grossmont College which included teams from San Diego City College, San Diego State University, San Diego Mesa College, and the University of California at San Diego. This is the first year of the team and Miss Henderson took first in the beginning uneven parallel bars.

³²The Athapascan, 18 December 1970, p. 4. The school paper reported that the Southwestern badminton team took first place in a ten-game round of conference play. Top Apache singles player was Suzette Wehunt. Other team members are Stathla Annis, Linda Young, Linda Johnson and others.

³³The Athapascan, 29 October 1971, p. 4. The Athapascan reported a tournament hosted by Southwestern on November 3, 1971. On November 6 is the Long Beach Invitational Badminton Tournament.

The Athapascan, 19 November 1971, p.5. The team came in first in two tournaments sponsored by the Southwestern Recreation Department and the Chula Vista Recreation Department.

³⁴The Athapascan, 19 March 1971, p. 4. The paper reported that the Southwestern basketball team had their third straight league win against San Diego Mesa College.

The Athapascan, 30 April 1971, p. 8. The team concluded with an overall record of 10-2 and a league record of 4-1. A play-off game features the first playoff tilt in league history.

³⁵"Minutes of the San Diego Women's Intercollegiate Board," 25 May 1971, p. 2, Special Collections, from the files of Betty Hock, San Diego City College.

³⁶Gloria Johnson, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California.

³⁷---. Personal interview. 29 September 1988. Gloria Johnson recalled:

And, in fact, I sought Carolyn (Brady). Carolyn and I were at San Diego State University at the same time on a Master's (Degree) program. And we were looking for someone that had a Master's Degree that was good at sports... that was organized... that fit what we needed. Carolyn taught at Castle Park Junior High School.

And I ran into her and I said what are you doing? And she said I would live to teach tennis... and I would love to do... and she is very good in volleyball and basketball, I

understand. So I said, "Well we have got these two which two do you want?" So that's how she came... she came in two years later after I did.

Carolyn then became the head of sports and I quit coaching completely. We still needed people and we started hiring part-time. Part-time in my opinion is a good way to kill a program.

³⁸The Athapascan, 8 October 1971, p. 6. The school reported that the undefeated volleyball team won against Grossmont College. Next, they will play undefeated Colegio Internaccional team from Mexico.

The Athapascan, 15 October 1971, p. 6. Southwestern defeated Monte Vista High School and now holds a record of 3-3. La Jolla High School and the Colegio Internaccional team defeated Southwestern. A mini-tournament is scheduled at Southwestern College against Cal-Western, Colegio Internaccional, Clairemont High School, Grossmont High and Helix High School.

The Athapascan, 22 October 1971, p. 6. The results of the mini-tournament with the six teams were:
 First: Colegio Internacional
 Second: Cal-Western
 Third: Southwestern

³⁹Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California.

⁴⁰---. Personal interview. 29 September 1988.

⁴¹---. Personal interview. 29 September 1988.

CHAPTER SEVEN

SAN DIEGO MESA COLLEGE

San Diego Mesa College began in September, 1962, and conducted the first classes at Kearny High School campus. In February, 1963, an enrollment of 1600 students attended classes at the present site on Mesa College Drive in San Diego. On July 1, 1970, the San Diego Community College District was formed which included San Diego City College, Diego Miramar College and San Diego Mesa College.¹

Focus has been defined as the ability "to fix on one object or purpose; the ability to concentrate."² Bennis has stated that focus is one of the five essential elements found in leaders.³ At San Diego Mesa College, focus on the women's athletics occurred when Eve Lill⁴ joined the staff in 1965 (see Figure 10, p.250). Although girls' teams were banned for being unladylike during her childhood, Eve Lill recalled that this did not deter her from her love for women's athletics and physical education. She explained, "I will never forget... I mean... some people were going to get married... to be a doctor... and I was going to be a physical education teacher. That is

Fig. 10. Eve Lill of San Diego Mesa College and, later, Grossmont College.

why I went into college level teaching, because of being able to teach at an in-depth period of time... to really master the sport."⁵

Perhaps she derived her purpose and excitement for women's athletics from her undergraduate days at the University of Wisconsin. Eve Lill remembered playing intramurals during the mornings and afternoons at the university. She stated, "Intramurals were extremely important at the university level."⁶

Her enthusiasm for competition continued outside of the walls of the university after school where she played in recreational and club leagues. She recalled:

I played club field hockey in the winter. We would even paint the ball red if it snowed early. I tended to be involved because of my major (in physical education). I was always running them (the leagues) or officiating or doing something.⁷

Further excitement and focus was derived from Eve Lill's teaching experiences at an elite high school in Highland Park, Illinois. She described the setting:

At that time this high school was ranked as one of the top four high schools in the United States. So we had nine indoor teaching facilities, two swimming pools, an underground track, four field hockey fields, and it was in a very wealthy area on the Gold Coast of Chicago... so it was unique in that all of your classes were screened by skill.⁸

In 1965, Eve Lill brought her clarity of focus, vision and excitement with her to San Diego when she was hired at San Diego Mesa Community College. She taught and coached at the college for three years until 1968 when she was hired by Grossmont Community College. When she departed from San Diego Mesa College, the intensity and focus she had given to the women's athletic program went with her. In order to understand this unraveling process, it was necessary to begin at the beginning with the opening of San Diego Mesa Community College.

The Informal Period: 1964 - 1965

In 1964, one year after the opening of the college at its present site, Lena Houston was hired to teach health and physical education⁹ while Shirley Hayes was chosen to teach dance for the women's physical education department¹⁰ (see table 4, p.253 for the hiring of the women's coaching staff and their coaching assignments in the development of the women's athletic teams).

Lena Houston began the women's athletic department using a pattern similar to most colleges and universities during that period of time. Specifically, she began in classes and then introduced intramurals

TABLE 4

SAN DIEGO MESA COLLEGE
Coaching Assignments - Women's Athletic Staff

YEAR	PD	BM	BK	FH	GY	TS	TF	VB
1964	LH	..	..	..	..	..	..	..
1965	SP/EL	EL	SP/EL	EL	EL	..	SP	EL/SP
1966	SP/EL	EL	SP	EL	EL	..	SP	SP
1967	MK/SP/EL	EL	SP	EL	EL	..	SP	SP
1968	DH/SP/MK	..	*SP	..	..	..	*DH	*SP
1969	DH/SP/MK	..	SP	..	..	..	*DH	..
1970	..	MK	SP	..	DH	MK	..	SP
1971	..	MK	SP	DH	DH	MK	..	SP

PD - Play day or Sports day GY - Gymnastics team
 BM - Badminton team TS - Tennis team
 BK - Basketball team TF - Track and field team
 FH - Field hockey team VB - Volleyball team
 .. - No record of a team or event that year
 * - Only one recorded event for the team that year

Coaching of:

DH - Diane Hopkins
 LH - Lena Houston
 EL - Eve Lill
 MK - Mary Jane Komisarcik
 SP - Sherri Peterson

Occasionally, a team began in the spring and another team in the same sport began during the fall of the same year. In that instance, the team may have had two coaches in one calendar year. The coaching assignments were, then, indicated as x/x.

and play days where "a handful of women gently played."¹¹ The Mesa College News reported the first women's athletic event, a tennis tournament, was to be held at Mesa College on May 11, 1964. Other San Diego community colleges were invited including Grossmont, Palomar, San Diego City and Southwestern.¹² This was the beginning for the women's athletic program. As Eve Lill, later hired as physical education instructor and gymnastics coach, remembered, "What there was (at Mesa College) was encouraged by Lena."¹³ In order to establish an organizational base, Lena Houston founded the Women's Recreation Association (W.R.A.) Eve Lill recalled the importance of the organization at the time:

The Women's Recreation Association (W.R.A.) was synonymous with women's athletics at that time. That was really the hub of activity and any leadership that evolved really came through that women's organization.¹⁴

By the close of 1964, Lena Houston announced the formation of both the College Recreation Association and the W.R.A. whose purpose was to "offer organized sports for women to participate in against each other and later other college teams in our area."¹⁵ However, although beginning the program with intramurals and play days, Lena Houston only worked in this area of women's athletics until the beginning of 1965 and opted for health education.

The Structural Period: 1965 - 1967

In 1965, the college announced the hiring of Sheri Peterson as the volleyball, basketball and track and field coach. Sheri Peterson continued to follow the national trend by beginning activities at the curricular level, followed by the intramural level and culminating with the intercollegiate level.¹⁶ Eve Lill later described Sheri Peterson as a coach who "was extremely competitive in basketball and volleyball."¹⁷

By 1965, the college hired another full-time woman physical educator, Eve Lill, who also became the gymnastics coach and W.R.A. Advisor.¹⁸ Eve Lill and Sheri Peterson physical educators continued to solidify their base of support by building the W.R.A. In November, they hosted the Associated Women's Students-Women's Recreation Association Conference with the following community colleges in attendance: Grossmont, Palomar and Southwestern. Topics for discussion included shared strategy by these women leaders from local institutions concerning inexpensive ways to make and spend money, ways of overcoming student apathy and the lack of participation in athletics.¹⁹ In the beginning, Eve Lill recalled that she coached not only gymnastics but also basketball, volleyball and

badminton. She described the situation, "... and the seasons (of sport) would be six weeks. We just moved from one sport into the next.²⁰

During these first years at Mesa College, Eve Lill recalled her teams competing in play days and invitational events.

... and so there was Betty Hock (of San Diego City College), if she had the expertise, she would put the teams together. There was myself at Mesa (College); there was Ethel (Calderwood) at Grossmont College; Mildred Ayres at Palomar (College). We competed with San Diego City College, Grossmont, Palomar, Southwestern, San Diego State University, Cal-Western, which was changed to U.S.I.U., and the sports varied... not all of the colleges offered all of the sports. Palomar had a full-blown program; Mesa the same.... See Ethel (Calderwood) came from Palomar (originally) and I can remember Ethel competing with those Orange County and Los Angeles schools.... they had full-blown teams.²¹

However Eve Lill experienced frustration concerning budgetary inadequacies while taking her volleyball team to a tournament. Coach Lill commented about their limited budget and its effects on her team:

I have the feeling that I was the first person with those teams... and... we had no uniforms; they just wore their regular physical education outfits. That was true all the way. I had a budget of, at the maximum, \$200 or \$300 or whatever the expenses I think that Lena (Houston) had been able to talk them (the A.S.B.) out of money for some type of end of the year banquet for the members.²²

Not allowing the budget to daunt her enthusiasm, Eve Lill, accompanied by Betty Hock of San Diego City College, attempted to raise the level of expertise

among her colleagues and other students in San Diego County by offering clinics and teacher training sessions in gymnastics after school.²³ Thus, Eve Lill persisted in her focus to improve the quality of women's athletics not only at the community college level but in all of San Diego County.

During the early building years of the women's athletic department, the Eve Lill and Sherl Peterson forged ahead with intramurals, sports days and, then, teams. The 1965 W.R.A. basketball team, lead by Coach Peterson, won a double elimination tournament against Palomar College, San Diego State University and Cal-Western University. The Mesa College News issued the statement following their victories, "The team scored a major victory defeating all opponents...."²⁴

The volleyball team, also under the direction of Coach Peterson, had a more complete season competing in ten contests.²⁵

While continuing to develop their teams, the women coaches found the time to develop their organizational structure in the W.R.A. Advisors Lill and Peterson met with sixty-six women to plan activities for the upcoming year and to write their constitution.²⁶ By the conclusion of the spring semester, the W.R.A. had gained political status and gained a regular seat on the student council.²⁷

By 1967, the women's staff members increased their network of personnel within the physical education department by hiring Mary Jane Komisarcik²⁸ as a physical education instructor. In a few years, she became the coach for the women's tennis team and, later, the badminton team. Eve Lill remembered the addition of this new recruit, "Mary Jane was there in 1967 and Mary Jane was very energetic and very student-oriented."²⁹

Mary Jane Komisarcik summarized the situation when she arrived at Mesa College:

We had no problems but we weren't asking for anything grandiose. If you could justify what you wanted... we were very fortunate. The people that are here are not greedy.³⁰

Mary Jane Komisarcik remembered the budgetary system, "We got our money from A.S.B. (the Associated Student Body)... about \$1,000, but we didn't ask for much. The men were separate."³¹ In 1970, an article printed in The Daily Olympian states that \$47,000 or thirty-two percent of the \$149,000 A.S.B. budget went to athletics.³² This indicated that men's athletics received \$46,000 of the total.

In terms of facilities, equipment and transportation for the women's athletic programs, the women faculty used the physical education classes as the core for the various teams. Mary Jane Komisarcik

recalled, "We didn't practice as long as them (the men's teams), but we had no problems. It (women's athletics) was part of the class (physical education) a lot. Transportation was not a problem because the teams often traveled in their own vehicles."³³

Mary Jane Komisarckik continued, "If there was a problem with any of these areas, the department chairman worked it out. Really, we had no problems."³⁴ For many years, the assistant physical education department chairperson for women was Shirley Hayes Kovac who had been hired in dance, did not coach and, later, married John Kovac. John Kovac was the head department chairman and would oversee both areas. Mary Jane Komisarckik described the mechanics of the situation, "Shirley Hayes (Kovac) was the department chairman for a long time. They (Shirley and John) were co-chair for a long time."³⁵ Also under the direction of John Kovac was the W.R.A. Advisor, Sheri Peterson. Eventually, Mary Jane Komisarckik took over this position as the W.R.A. Advisor. When asked about working with the men's athletic department, Mary Jane Komisarckik stated, "We were very fortunate here with the people we had here. We did not have any real problems. We worked well together."³⁶

Thus, not suffering from any real problems as perceived by Mary Jane Komisarckik, the three women

coaches - Sherl Peterson, Eve Lill and Mary Jane Komisarck - entered their teams in whatever competition was available to the local community colleges. At this time, the type of competition available consisted of intramurals, play days, sports days and a few teams. W.R.A. teams were derived from these events in seven sports at San Diego Mesa College: badminton, basketball, field hockey, gymnastics, tennis, track and field and volleyball.³⁷ Matters were progressing nicely at this point as these women leaders could see their women's athletics program growing and maturing.

Just as their plans appeared to be rolling smoothly along, setbacks began to occur. Indeed, the department suffered one of its greatest losses during the latter part of 1967 when Eve Lill resigned her position at San Diego Mesa College to accept a similar position at Grossmont College. When asked her rationale for changing schools, she replied, "I actually had wanted to come to Grossmont (College) originally."³⁸ As a replacement for Eve Lill, the Mesa women's staff hired Diane Hopkins who also had a strong gymnastics background. Eve Lill recalled, "... she picked up whatever load I had... gymnastics, badminton and field hockey."³⁹ The women's staff now consisted

of Sheri Peterson, Diane Hopkins and Mary Jane Komisarck.

Mary Jane Komisarck remembered limited participation by students in her bowling class. She recalled:

It (the bowling) was just club-oriented because there were no eligibility rules. Kids mostly paid their own way. There wasn't a fund-raising thing. We had no money from the district for that... and then, eventually, we did get some district money because we had an evening college that was separate from our day school and so I got the evening college.

I began to teach the evening college class. Then they had some money in the budget for a co-curricular type of thing. So I took some of the money from that and used it for co-curricular and we called ourselves "The San Diego Mesa Evening College," and we bowled in that. It was a mixture of day-school and evening people. But, like I say, we competed on just a club basis with no eligibility rules and not structured really.⁴⁰

When asked about other types of competition at the time, she stated, "I remember one play day in the whole time I was here or something. So it must have been early when I came... and I must not even have been involved in the tennis yet....⁴¹

The Formal Period: 1967 - 1972

In 1968, leaders from other colleges got together in order to form the San Diego Women's Intercollegiate Board (S.D.W.I.B.) which attempted to standardize rules, regulations, and competition for women's

athletics in the San Diego Community Colleges.

Although not actively involved as founders in the organization, the women's physical education staff at San Diego Mesa College were one of the first five colleges to join as regular members of the organization. Others regular member-institutions were Community Colleges: Palomar and Grossmont; and four-year schools: Cal-Western and San Diego State.⁴²

The change in staff, with the loss of Eve Lill and the addition of Diane Hopkins, caused the intramural and coaching assignments to be as follows: Sheri Peterson handled basketball and volleyball; Diane Hopkins coached track and field, gymnastics and field hockey; Mary Jane Komisarcik directed tennis and badminton. Sheri Peterson and Mary Jane Komisarcik each acted as well as the W.R.A. Advisor at various times.

By 1968, few team competitions were recorded by the staff. Very few team events and no W.R.A. functions were recorded in the school newspapers as the activities dwindled to play days, sports days and a few team events. Two of the San Diego Mesa teams, which were exceptions to this and were actively involved early in the women's athletic department, were the basketball and volleyball teams under the direction of Coach Peterson. Mary Jane Komisarcik recalled her commitment as head coach, "Because Sheri was involved

then, I think a lot of teams came and played volleyball but that was it."⁴³

In 1968, Diane Hopkins took the track and field team to one event: the San Diego Women's Intercollegiate Track and Field Meet at San Diego State University. The other two institutions involved in the competition were Grossmont College and San Diego City College.⁴⁴

During the next few years, Diane Hopkins continued to take her teams to one track and field event each year.⁴⁵

The Realization Period: 1970 - 1972

In a summary report of 1970, the Health and Physical Education Department issued the following statement about the successes of Diane Hopkins gymnastics team:

The women's gymnastics team had a very successful year having competed against San Diego State, University of California at San Diego, Grossmont College and San Diego City College. In the final meet of the year, various members of our team received first and second place honors in floor exercises; first and third in the balance beam; third in the uneven parallel bars; and first in the All-Around Competition.⁴⁶

The next year, the team also had some outstanding accomplishments as described in the annual Health and Physical Education Department Report:

The gymnastics team won first and second place honors in floor exercise, balance beam and uneven parallel bars in each of the seven meets in which they participated.⁴⁷

In 1971, Diane Hopkins field hockey team competed in a conference schedule which included San Diego State University, United States International University, Grossmont College and Palomar College. During the two month period, San Diego Mesa took fourth place with an overall record of two wins and six losses.⁴⁸

Mary Jane Komisarcik's coaching duties revolved around her badminton and tennis teams. In 1970, she entered her team in the S.D.W.I.B. Badminton Tournament which included four colleges: Grossmont, Southwestern, San Diego City and San Diego State.⁴⁹

Coach Komisarcik's other coaching assignment included the tennis team (see Figure 11, P.265). In 1969, she began by hosting the Third All-County Women's Collegiate Tennis Tournament.⁽⁵¹⁾ Colleges invited included: Cal-Western University, Grossmont, Palomar, San Diego City and San Diego State.⁵⁰

In the annual summation report of the Health and Physical Education Department for 1970-1971, the accomplishments of an excellent tennis team were noted. The report said, "The tennis team traveled to the Ojai Invitational Tennis Tournament and the Southern California Junior College Tournament in Long Beach, California. Some members of the squad reached the

Fig. 11. Mary Jane Komisarck with her tennis team
at the Ojai Invitational Tennis Tournament.

semi-finals in each of these tournaments."⁵¹ This report also concluded with the statement that San Diego Mesa teams in volleyball, basketball, field hockey, badminton, tennis and gymnastics competed throughout the year with teams from the following colleges and universities: Grossmont, Palomar, San Diego City, Southwestern, San Diego State, United States International University and the University of California at San Diego.⁵² Thus, by the end of 1971, the women's athletic department was finally beginning to gather momentum toward a more intensive form of competition.

A Heritage of Women Leaders

San Diego Mesa College was focused on a viable women's athletic department lead originally by leaders such as Eve Lill. Although Lena Houston had started the department, her contributions were limited because she was only in the women's athletic department for one year. As Eve Lill stated, "Number one at Mesa (College) was responding to the women's needs and seeing the value in sports in organized teams."⁵³ Appreciating the value of women's athletics gave her the vision to pursue and help establish a strong women's athletic program.

While Eve Lill expressed frustration over lack of funds for the women's athletic teams, another staff member, Mary Jane Komlsarcik, who was hired two years later, felt that, in fact, there were no real problems existing in the women's athletic department because they did not ask for grandiose expenditures. A short time later and after providing the initial impetus to the women's competitive program, Eve Lill resigned her position in order to continue her coaching career at Grossmont Community College.

In the ensuing years, San Diego Mesa College, continued to pursue competition in an informal way through intramurals, play days and sports days. However, although an organizational base was established using the W.R.A., the organization never generated student interest to support a strong women's athletic program. In fact, the women's athletic department clearly reflected the conclusion drawn by physical education historian, Ellen Gerber, who said, "Women's athletics in the 1950's primarily endorsed playdays, sports-days, and telegraphic meets."⁵⁴ Ellen Gerber further stated, "Intercollegiate or interscholastic sport should only be offered when it does not interfere with the intramural or extramural program."⁵⁵ Therefore, the program at San Diego Mesa can best be described by the Division of Girls' and

Women's Sports (D.G.W.S.) Statement of Policy in the 1940's and 1950's which was recreational in nature, "A sport for every girl and every girl in a sport."⁵⁶ Skill acquisition was not of foremost importance; rather, the opportunity to play in a non-competitive atmosphere was central to the experience. As Coffey so aptly stated:

The play day... was being replaced in popularity by the sports day. The sportswoman enjoyed playing against girls from other schools, but she was well aware that no championship was involved.⁵⁷

Thus, for a number of years, the women's athletic program reflected a recreational approach. Although participating in play days, sports days and competitions, the members of the women's athletic department seemed to lack the focus, persistence and the clarity of vision that was necessary for consistently developing a strong women's athletic program. According to the research, there seemed to be missing, within the department's leadership perspective, a clear mental image of the women's own needs and the value of athletic teams for the women students.

However, as the women's staff entered the decade of the 1970's, they seemed to turn the corner of providing limited competition and began to accelerate

into developing a stronger, and more competitive women's athletic department.

NOTES

¹San Diego Mesa College Catalogue (San Diego, California: San Diego Mesa Community College, 1987-1988), AA. See also: The Mesa College News, 17 December 1963, p. 1.

²Noah Webster Webster's New Universal Unabridged Dictionary. Deluxe Second Edition (New York, New York: Simon and Schuster, 1983), 710.

³Warren Bennis, "Transformative Power and Leadership," in Leadership and Organizational Culture, eds. Thomas J. Sergiovanni and John E. Corbally (Chicago: University of Illinois Press, 1984), 66.

⁴Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California. Eve Lill's background was as follows:

I lived in Illinois. I had a mentor in this German school which was very disciplined in gymnastics but I went there three days a week for my training. I went to training school. That's the German... the cultural... the Turnverein. I will never forget. I did that from the time I was just walking until I was twelve, so I was strongly indoctrinated and I was programmed to do what I was going to do.

That was where I got my training in gymnastics. It took me... it was gymnastics as gymnastics was defined in those days. Then I went to the University of Wisconsin. The gymnastics, then... I taught tumbling and the use of the different kinds of apparatus, but there was no such thing as women's gymnastics. Women's gymnastics didn't exist. We had tumbling and I would put on presentations and shows for the audience. But there was no competition, judging, etc. It was also in Illinois. We had teams in the same way. It was G.A.A. and we would do the same thing that I did when I was a teacher. It took me... it was gymnastics as gymnastics was defined in those days.

5---. Personal interview. 9 August 1988. Eve Lill recalled:

In Illinois... they had no teams. In my era, which is... I went to high school... graduated in 1950 and, to the best of my recollection, there may have been... I know there were teams for women in basketball in Iowa. I know there were women's teams that actually competed at the high school levels in Oklahoma. I don't know of any other state in the midwest and in Illinois; it (women's athletics) was totally banned. They just didn't think that was ladylike. People shouldn't be doing those things.

6---. Personal interview. 9 August 1988.

7---. Personal interview. 9 August 1988. Eve Lill remembered her club field hockey experiences:

But there is a statewide... the United States Field Hockey Association and I played for two. I played for Madison's Team... that was in Wisconsin and then I played for Northshore which was in the Chicago area. I played hockey in school. I learned in high school. They were United States Field Hockey Association Clubs. They were comprised of faculty and students from the university and the university area. The City of Madison had its... there might be... there was Milwaukee and there were clubs all over the State of Wisconsin just like St. Louis and Missouri.

Then there would be... seems to me... going to regional tournaments. You would pick as many as three teams... three strings. They had all-star teams, too. I was never selected for that. That would be... well, they weren't all-stars... they would be the selection for the United States Field Hockey Teams. Most of them... the majority of the people were selected out of the east. They were strong. I played Argentinians... I mean we had all of these international teams.

8---. Personal interview. 9 August 1988. Eve Lill explained:

We had advanced sports level; we had beginning swimming... everything and that was all done before any of the academic so, talk about physical education having an important

role in the entire curriculum. But even at that, with the six week type of thing, I felt I could not teach the way I wanted to so I moved to the college level. But the students, at the high school, the interest was keen. We had a highly organized G.A.A. which was the Girls' Athletic Association. That was statewide. We would go to statewide (playoffs) and then there were playdays and you would bring your team just for the day. Then there would be other local, regional every community. And you didn't have the distance. You would have three miles or four; you would have another community. Oh that's not true. But within ten miles radius, you would have another high school. I know we had those things about once a month. We would be traveling to another school. But all schools would be coming to that school and we would have playdays. Some of the day, we would play as our own school team and, of course, that was when the rivalry was high. Then we would disband the team and make all-star players and mix them to settle the rivalry.

I was in charge. Then there were the actual advisors to the GAA and then there were nine of us women on the physical education staff. There was only 1200 students, I think, and there were nine men. There were eighteen physical educators. It was fantastic. Anyway, all of us coached are specialties. Mine was field hockey.

⁹Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California. Eve Lill recalled:

Lena actually started... Mesa College. If I got there in '65, Mesa College must have evolved in '64. It was a new college and a number of the faculty came from the high school area. Lena was a health educator. The other person in the area was Shirley Hayes. Her emphasis was in dance. She had no interest at all. She saw the importance of athletics and sport, but herself was interested in dance.

¹⁰The Mesa College News, 13 April 1964, p. 4.

¹¹Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison-Wesley Publishing Company, 1974), 3.

¹²The Mesa College News, 11 May 1964, p. 4.

¹³Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁴---. Personal interview. 9 August 1988.

¹⁵The Mesa College News, 9 November 1964, p. 6. Lena Houston offered volleyball and tennis with plans for gymnastics in the near future.

¹⁶Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison-Wesley Publishing Company, 1974), 48.

¹⁷Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁸Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California. Eve Lill recalled:

I went to the University of Wisconsin (for my Bachelor's Degree). Then, I went to the University of Colorado for my Master's.

I started teaching in 1956 and I taught at Highland Park during which summers I was working on my Master's at the University of Colorado and completed my Master's in '64. Came to California in '65. I have been here ever since. I arrived in San Diego in 1965 and was hired at San Diego Mesa College.

¹⁹The Mesa College News, 9 November 1964, p. 6.

²⁰---. Personal interview. 9 August 1988.

²¹---. Personal interview. 9 August 1988.

²²---. Personal interview. 9 August 1988.

²³---. Personal interview. 9 August 1988. Eve Lill continued:

I set up a workshop and taught it at Keary High School and had Betty (Hock). She did

vaulting... I did tumbling and free exercise and floor exercise.... It was eight weeks. We literally took all the San Diego physical educators from elementary, junior high and high and four-year institutions. I think it was a semester long program every week that we presented.

It was held at the high school because I was at Mesa across the street. We used Kearny because they had a gymnasium. I suppose our gymnasium was tied up for basketball or something. Then we organized the officials.

²⁴The Mesa College News, 22 March 1965, p. 3. Basketball team members were: Patiricia Bailey, Dorothy McGee and Cynthia Anderson.

The Mesa College News, 24 May 1965, p. 4. Other team members included: Cynthia Anderson, RaNae Bair, Glorianda Bartlette, Cathleen Iannes, Donna McGee, Captain Denise Parker, Donna Scauzillo and Cathleen Vaillarino. The W.R.A. had a spring banquet on May 27 in La Jolla to honor the members who won the W.R.A. basketball tournament at Southwestern.

The Daily Olympian, 22 September 1966, pp. 7-8. The school newspaper announced a full program for men and women. Varsity players will be selected from the girls participating in intramurals to play against other junior colleges and four year schools. Women's volleyball is from September 27 - October 27; Men's and Women's badminton is from November 1 - January 12.

The Daily Olympian, 1 December 1966, p. 7. Eve Lill's badminton team was selected to compete in the Pacific Southwest Collegiate Association Tournament. The team is trying to maintain an undefeated record of last year's squad. Coach Lill said: "I think we have a good team; the girls were picked on potential."

²⁵The Daily Olympian, 27 October 1966, p. 8. The volleyball team finally had their two-year/eight game winning streak broken in a loss to San Diego State University. However, they rebounded during the season taking second place at the Pacific Southwest Collegiate Association sports-night. That brought their record for the season to six wins and four losses but, more importantly, was involved in the Mesa volleyball team loss to San Diego State, 15-4 and 15-7.

The Daily Olympian, 3 November 1966, p. 4. The Olympians lost in a two of three game volleyball match to Cal- Western, 15-9, 15-12.

The Daily Olympian, 10 November 1966, p. 4. Mesa won two of three volleyball matches defeating Cal-Western 15-4, 15-3 and Southwestern 15-2, 15-7. Their only loss was in a tight game against San Diego State.

The Daily Olympian, 1 December 1966, p. 7. The volley ball team of Mesa defeated U.C.S.D. 15-13, 15-11 and also Palomar College, 11-15, 15-7, 15-7 in the Pacific Southwest Collegiate Association Tournament to take second place. Mesa was defeated by San Diego State, 15-10, 11-15, 16-14. The school newspaper read: "The final game of the match was the most frustrating and heartboreaking for the Mesans. With the Aztecs down 14-8, the Olympians lost the serve on game point. The Aztecs went on to win 16-14."

However, the Mesa girls ended the season with 6-4 record, 3 of 4 losses at the hands of San Diego State. "It was a good season; lots of fun," said Coach Shari Peterson.

²⁶The Daily Olympian, 29 September 1966, p. 11. On Sept 20, Denise Parker was elected president and Linda Linberg was chosen as vice-president. Activities scheduled were volleyball=Sept 1 - Oct 25; badminton=Nov1-Jan12; basketball=Feb 7-Mar 16; tennis=Apr 4-June 1; co-ed volleyball=May 18-June1; and modern dance.

S.D.Mesa W.R.A. Constitution, 2 March 1967, Special Collections, from the files of Gail Prentiss, Mira Costa College and Mary Jane Komisarcik, Mesa College.

²⁷Excerpt from the San Diego Mesa W.R.A. Constitution, "ARTICLE IV Student Council Section 2. "The elected officers of the Student Council shall be.... President of the W.R.A. shall be regular members of the Student Council." Special Collections, from the files of Mary Jane Komisarcik, San Diego Mesa College.

²⁸Mary Jane Komisarcik, interview by author, 22 September 1988, tape recording, San Diego Mesa Community College, San Diego, California. Mary Jane Komisarcik recalled her background:

I went to Tolleston School (grades 1-12) in Gary, Indiana. Teams were not available. I earned my B.A. at Iowa State Teachers College in Cedar Falls, Iowa. We had a W.R.A. and a few field days. I played some City League basketball and softball. We would have loved to have teams, but they didn't have it. I got my M.S. Degree at Indiana University but did not play on any teams.

²⁹Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

³⁰Mary Jane Komisarcik, interview by author, 22 September 1988, tape recording, San Diego Mesa College, San Diego, California.

³¹---. Personal interview. 22 September 1988.

³²The Daily Olympian, 17 April 1970, p. 3.

³³Mary Jane Komisarcik, interview by author, 22 September 1988, tape recording, San Diego Mesa College, San Diego, California.

³⁴---. Personal interview. 22 September 1988.

³⁵---. Personal interview. 22 September 1988.

³⁶---. Personal interview. 22 September 1988.

³⁷The Daily Olympian, 26 September 1967, p. 2. Donna Scauzillo, W.R.A. President, announced varsity competition will be in badminton, basketball, field hockey, gymnastics, tennis and volleyball. Intramurals will be conducted in basketball, coed badminton and volleyball.

The Daily Olympian, 14 November 1967, p. 2. San Diego State, Cal-Western, the College of the Desert and Palomar will be at Mesa for W.R.A. Sport's Day in Volleyball at 4pm. Mesa team record is 3-2. The newspaper reported that "after suffering 2 losses to San Diego State, they have beaten Cal-Western twice and Palomar once.

The Daily Olympian, 6 December 1967, p. 2. The newspaper stated that Mesa will play San Diego State in first game of season. Members are Donna Gamboa and Donna Scauzillo; returnees from last year are: Linda

Adams, Maye Gregory, Dorothy Lewis, Diane Story, Rose Vieira and Joyce Miller.

The Daily Olympian, 8 December 1967, p. 4. The badminton team plays their first game away at San Diego State with players: Donna Scauzillo, Linda Adams, Maye Gregory and Diane Storyare.

The Daily Olympian, 14 November 1967, p. 2. The field hockey team defeated Cal-Western University in their first game. They face San Diego State in December.

The Daily Olympian, 6 December 1967, p. 2. The W.R.A. field hockey team meets Bishop High School at LaJolla. Mesa defeated Cal-Western in first outing and travels to Palomar on Thursday.

The Daily Olympian, 8 December 1967, p. 4. The W.R.A. field hockey team lost to Bishops High School, 1-0. Janet Kimbrell, team captain said, "Our defense was excellent at Bishop. Their girls have been playing for six years but we have gave them a pretty good fight." Their next opponent is San Diego State.

³⁸Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California. Eve Lill gave the following reason for going to Grossmont College to teach and coach:

There was a position open when I applied both at Mesa and Southwestern. In fact at that time, there were jobs open everywhere--interesting the difference between now and then.

There was an opening here (at Grossmont College) and it was pending on one of the physical educators moving into counseling and I had actually been hired to take that place. At the last minute, the person decided to stay in physical education. The board had to rescind the offer and said they would keep my records on file and they were sorry. And I understood that, so I took the job at Mesa. And, in the course of three years, I had a neurosurgery that limited my actions in gymnastics. That was one of my specialties. Field hockey and gymnastics were the areas of specialty at the time. And so the risk of getting hit in the head in a spotting situation or the fact of dropping someone...

I needed to move from gymnastics... and to stay at Mesa. That's when Diane Hopkins was hired in gymnastics. I came to Grossmont. Ethel Calderwood did the gymnastics so there was no problem and I didn't have to do that (gymnastics) so I moved in other areas.

39---. Personal interview. 9 August 1988. Eve Lill remembered, "Diane came from San Jose State."

40Mary Jane Komisarcik, interview by author, 22 September 1988, tape recording, San Diego Mesa Community College, San Diego, California.

41---. Personal interview. 22 September 1988.

42"Appendix 1: San Diego Women's Intercollegiate Board Membership List: 1967-1968," Constitution of the San Diego Women's Intercollegiate Board, Document A-68-1219-13, page 6, Special Collections, from the files of Gay Cox, Grossmont College and Betty Hock, San Diego City College.

43Mary Jane Komisarcik, interview by author, 22 September 1988, tape recording, San Diego Mesa College, San Diego, California.

The Daily Olympian, November 6 1968, p. 2. The school paper reported that Mesa will meet Grossmont in basketball. The players who were chosen from intramurals are: Donna Gamboa, Donna Scauzillo, Joan Trewlls, Dinne Story, Louise Schwartz, Shirley Lenyoun, Loryn Tramlil, Nancy Haley, Linda Adams, and alternates: Debbie Cirilo and Cindy Stoughten. The next game is scheduled for March 22 at San Diego State.

The Daily Olympian, 6 November 1968, p. 3. The women's volleyball team lost their fourth game of season to San Diego State. This is third loss of four games to Palomar and Grossmont. At C.O.D., they won two games.

44"The San Diego County Women's Invitational Intercollegiate Track and Field Meet and San Diego Women's Intramural Track and Field Meet," 3 May 1968, Special Collections, from the files of Betty Hock, San Diego City College. Mesa placed fourth with nineteen points.

45"The San Diego County Woman's Invitational Intercollegiate Track and Field Meet," 9 May 1969 at Cal-Western University, Special Collections, from the

files of Betty Hock, San Diego City College. Institutions participating include San Diego City College, Cal-Western University, and San Diego Mesa College.

46To Dr. Nall, Dean of Arts and Sciences, 12 June 1970, p. 2, Special Collections, from the files of Mary Jane Komisarck, San Diego Mesa College.

47To Dr. Nall, Dean of Arts and Sciences, 1 June 1970, p. 2, Special Collections, from the files of Mary Jane Komisarck, San Diego Mesa College.

48"Results of Field Hockey Tournament: 1971-1972," Special Collections, from the files of Betty Hock, San Diego City College.

49"Matches: 1970," Special Collections, from the files of Mary Jane Komisarck, San Diego Mesa College. The San Diego Mesa team members were: Bonnie Tincup, Diane Picciotti, Linda Shea, Debi Drenzer, Sue Bratt and Mary Moore.

50To All Tennis Coaches," 28 April 1969, Special Collections, from the files of Gay Cox, Grossmont College.

51"Team Totals," Special Collections, from the files of Mary Jane Komisarck, San Diego Mesa College. The team results were as follows:

	<u>Points</u>
Palomar and San Diego State...	14 1/2
Grossmont.....	12
Mesa and Southwestern	5
San Diego City.....	4

The decision was made to share the trophy for the first place tie.

52To Dr. Nall, Dean of the Arts and Sciences," 1 June 1970, p. 2, Special Collections, from the files of Mary Jane Komisarck, San Diego Mesa College.

53Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

54Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass: Addison-Wesley Publishing Company, 1974) 74.

55Ibid.

⁵⁶Betty Spears, "From Glide to Stride: Significant Events in a Century of American Women's Sport," in Women's Athletics: Coping with Controversy, ed. Barbara Hoepner (Washington, D.C.: American Association for Health, Physical Education and Recreation Publications, 1974), 13.

⁵⁷Margaret A. Coffey, "Sportswoman, then and now," Journal of Health, Physical Education and Recreation 36 (February 1965): 50.

CHAPTER EIGHT

MIRACOSTA COLLEGE

In May 1934, the Board of Trustees laid the groundwork for establishing the Mira Costa Community College District. It was known as a junior college department functioning within the Oceanside-Carlsbad High School District. By September, 1934, one hundred students enrolled at the institution (see Figure 12, p. 282). In July 1976, the district officially became known as the Mira Costa Community College District.¹

The Informal Period: 1966 - 1972

In the early 1900's, the tenets and warnings that the authorities in physical education had made regarding the participation of women in athletics had a pronounced and prolonged negative effect on the education of female physical educators. R.A. Swanson, a contemporary physical education historian, commented that articles and statements such as these had "a profound effect upon many physical educators and the desirability of organized competition for females remained a major concern of theirs."² Dr. Angenette

Parry specifically stated, "A sport such as basketball should be labeled as an antagonistic sport with opportunities for violent personal encounter."³

These statements accurately described the views of the first and only female physical educator at Mira Costa College through 1972,⁴ Gail Prentiss. When asked her feelings about competition, she stated, "I thought it (athletics for women) was violent."⁵ In addition to her philosophical framework, her own background of competitive experiences further influenced her mental image of women's athletics. She recalled:

I was in high school in 1957 and college later. And all of us who were dying to play (athletics) were risking all of those things. In those days, you were at risk for coaching women's teams. Risking means if you played you were marked... marked as a jock and seen as not feminine; marked as a good player but dumb and all athletes were thought of as dumb and not desirable for employment; marked as being tough. You were attacked across the boards. Your sexuality was in jeopardy. I think a lot of women did not play because it threatened their sexuality. It was neither something most of them (women physical educators) wanted to do because they thought only the ones who weren't very good would do it (coach).⁶

Boutilier, a physical education historian, reflected how some women growing up during the first half of the twentieth century felt regarding competition:

The motivations of the participants were also legitimate only if they were feminine. Competition, aggressiveness, physical mastery, and

character-building were defined as masculine and therefore unacceptable.⁷

Gail Prentiss was also adamantly opposed to coaching women's teams. She stated, "... first of all, coaching isn't an interest of mine... because I didn't particularly want to coach, I didn't seek for the top competitive experiences."⁸ She continued:

I didn't think it (coaching) brought out the best in me... I was in conflict... as a personality... it (coaching) brings out personality traits when you do this (coach). I didn't think it brought out the best in me... so I worked real hard to develop a (physical education) program here (at Mira Costa College) and had wonderful years of teaching....⁹

Thus, the combination of Gail Prentiss' attitude toward competition and her own limited competitive experiences helped to explain the lack of the development of any women's competitive teams under her tutelage.

Other factors may have added to her reluctance to encourage women's athletic teams. One of the problems she had was trying to get the use of facilities from the men's athletic teams. Gail Prentiss recalled:

We used to share... for several years we shared. We had a small athletic training room, locker room... our classes were scheduled so when the women were there, the men weren't. Athletics must have been in the afternoon which I think is one of the reasons we didn't do much with athletics. Because the men had first tabs on it. Well, I have always... to this day... I wish we had more but there was always such a conflict about who was going to have the facility. Of course, classes would have it first and then the (male) athletes would want it.... whatever facility you are talking about.¹⁰

Indeed, the importance of the men's athletic programs took precedence over any other activity in terms of how the administration and others planned for events. Gail Prentiss remembered, "(Men's) athletics was always number one here... and we had strong (men's) athletic teams in those days and so it was real hard to get a time when most people would be interested in playing intramurals. John (McDonald), (the former President of Mira Costa College), was a big supporter of the athletic program.... so my sense is that we had a lot of (administrative) support but, of course, we never had enough."¹¹

Since she was the only woman in the department, she also had to learn how to work politically in the all male physical education department. She recalled:

There was no question in my mind that I didn't have the sustained understanding of strategy and I was working in a male's world.... What I learned to do was compromise. Where standards overlap and, if I was going to survive, I had to compromise... so I had to concede. I mean I liked it and I wanted to stick around and we need allies.¹²

Another area not clearly defined was the budget. As Gail Prentiss stated that the physical education budget and the men's athletic budget were totally entwined.

We cried alot, but I'm sure we had more (money) than lots.... The separation of physical education and athletics was not real clear. Athletics did, indeed, have different budgets but because the same people were doing things, the

budget trail was hard to follow.... We got most of our money out of the (physical education) department.¹³

Transportation to events was not a problem for Gail Prentiss especially with respect to the cheerleading team. She recalled the ease with which she was able to get transportation for the cheerleading squad, "We had it (transportation) out of department budgets or we went to student government for it and the district always supported transportation so we could get cars...."¹⁴

The equipment was not a problem, but it was a two-sided issue. Gail Prentiss stated, "It's clear to me that in terms of what I wanted which was to buy some equipment for new (physical education) classes, I got a whole lot of support because we bought the equipment and I got the classes started."¹⁵ However, when Coach Ayers from Palomar College called to schedule an informal archery meet with Gail Prentiss' classes, Gail Prentiss declined to participate. The reason for her refusal was the lack of tournament-level equipment. Gail Prentiss recalled:

She (Mildred Ayers' classes) were.... I remember for a period of time, they were so good... she was so active... her team... as opposed to classes that it would have been difficult to work things out... where we actually got our service-classes together. We didn't have comparable equipment to begin with. I think I probably had some archery students potentially

gifted. But I think that's why we did the telephone thing (instead).¹⁶
As a result of the lack of sophisticated equipment for Gail Prentiss' classes, the two women simply planned a telephonic type of competition.

Another possible factor for not having women's athletic teams at Mira Costa was the lack of student interest. Gail Prentiss remembered:

The individuals were good athletes... two or three or four in one sport... but to try to put it together.... There weren't students being fed to us (from the high schools) either... so we sort of started from scratch.... We simply didn't do much of anything. We neither had the money nor the indication that there was any (student) interest.¹⁷

Gail Prentiss summarized the situation:

I think it's a case of one person.... I had other interests... in other words, I was interested in physical education and in teaching... but I also had campus-wide interests and it becomes a case of how much time can one fit in... and not feeling that I should or wanted to... so if there wasn't anybody else, I would make my decisions.... It (the sports program) was one hundred percent physical education (at Mira Costa College) until 1978.¹⁸

Some attempts at competitive experiences for women were recorded in The Chariot, the Mira Costa student newspaper. These attempts were limited to holding intramurals for women students. However, the events were not of a sustained nature as only seven contests were planned over a span of six years.¹⁹

A Heritage of Women Leaders

Mira Costa College presented a different scenario when compared to the development of women's athletics at the other community colleges in San Diego County. Gail Prentiss did not have an interest in fielding women's athletic teams. In fact, she stated that she had thought of athletics as violent and had no personal interest in the coaching of women's teams.²⁰ Perhaps this reluctance was due to her own association with high school athletics in which she considered herself "at risk" if she participated or, perhaps, it was her exposure in college to the philosophy that condemned participation on women's teams. Ley's research summarized this point of view concerning many women from Gail Prentiss' era when she stated, "Since 1955, research indicates that women's special needs may be more closely related to cultural and social expectations than to physiological and psychological characteristics inherent in females."²¹ Gerber added another perspective when she summarized the views of many women physical educators from the latter half of the twentieth century, "They did little to promote it (women's athletics) and much to oppose it."²²

Besides being influenced by her own experience and education, she was the only female physical educator in

the department which, she felt, affected her ability to establish women's teams. As Gail Prentiss stated, "I was in a department that was a male's world." She never focused on a vision of establishing a women's athletic department because she had no constituency to support her. Thus, when approached by other colleges to participate in informal competition, she declined the offers. As she clearly summarized, "Coaching wasn't an interest of mine... I never wanted to coach."²³

NOTES

¹Sharalee Jorgensen, Mira Costa College Catalogue of Courses (Oceanside, California: Mira Costa College, 1986-1987), 1-2.

²Richard A. Swanson, "From Glide to Stride: Significant Events in a Century of American Women's Sport," in Women's Athletics: Coping with Controversy, ed. Barbara J. Hoepner (Washington, D.C.: American Association for Health, Physical Education and Recreation Publications, 1974), 48.

³Stephanie L. Twin, Out of the Bleachers (Old Westbury, New York: The Feminist Press, 1979), 58.

⁴Tom Shields, interview by author, 11 October 1988, telephonic interview, to Tom Shields' office, Mira Costa College, Oceanside, California. Tom Shields, present athletic director for men's and women's athletics at Mira Costa College, confirmed that Gail Prentiss was the only full-time woman physical educator or coach through 1972. In addition, he states that women's athletics did not begin at the college until after 1972.

⁵Gail Prentiss, interview by author, 21 July 1988, tape recording, Mira Costa College, Oceanside, California.

⁶---. Personal interview. 21 July 1988. Gail Prentiss described her background:

I went to Mount Vernon Junior High School in Los Angeles, California. We had a few intramurals. Then I attended Los Angeles High School where we had limited opportunities in athletics and I played tennis. Upon graduation, I went to Los Angeles City College where I got my A.A. Degree. This school was ahead of its times in athletics and, of course, we had the W.A.A. I played on the tennis team, primarily, but I also played basketball, field hockey and volleyball. We played other colleges as teams. I remember, in tennis, that we went to Ojai and we played Long Beach

City College, Pasadena City College and others.

Then I went to San Jose State as a junior where I earned a B.A. Degree. I played for one year on the tennis team and on the volleyball team. I even did some teaching and coaching, but then I had to bail out of the competitive experiences and get a job.

I went to the University of Washington where I got my M.S. Degree and I helped to coach basketball. At the same time, I was very active outside of school in club leagues playing field hockey for two years in Richmond, California.

Then, I taught for two years at Sachenum Junior High. This was up in Santa Clara. Well, actually it was Santa Clara County Girls Sports Association. We had selected teams that did go to other schools and play.

Finally, I got the Ed.D. in administrative leadership at the University of San Diego here in California.

⁷Mary A. Boutilier and Lucinder San Giovanni, The Sporting Women (Champaign, Il.: Human Kinetics Publishers Inc., 1983), 35.

⁸Gail Prentiss, interview by author, 21 July 1988, tape recording, Mira Costa College, Oceanside, California.

- 9---. Personal interview. 21 July 1988.
- 10---. Personal interview. 21 July 1988.
- 11---. Personal interview. 21 July 1988.
- 12---. Personal interview. 21 July 1988.
- 13---. Personal interview. 21 July 1988.
- 14---. Personal interview. 21 July 1988.
- 15---. Personal interview. 21 July 1988.
- 16---. Personal interview. 21 July 1988.

17--- Personal interview. 21 July 1988.

18---. Personal interview. 21 July 1988. Gail Prentiss also had twenty percent assigned time to do student government and was active with the academic senate.

¹⁹The Chariot, 10 November 1965, p. 3. A volleyball competition will be held in men's doubles, mixed doubles and coeducational teams.

The Chariot, 9 December 1966, p.4. An announcement of the First Annual Powder Puff Bowl game.

The Chariot, 8 December 1967, p. 5. An intra-class Powder-Puff football game of sophomores against freshman will be held.

The Chariot, 7 April 1967, p. 3. The first ever A.W.S. Field Day was held and the freshman women won a softball game 12-2.

The Chariot, 10 May 1968, p. 6. The freshmen defeated the sophomores in a powder-puff softball Game, 17-14.

The Chariot, 26 September 1969, p. 1. As part of the Club Week Activities, the Associated Women Students defeated the Associated Men Students in volleyball, 16-14, 15-10.

The Chariot, 17 October 1969, p. 7. During half-time at a football game, the freshmen played the sophomores to a 0-0 tie in a powder-puff football game.

²⁰Gail Prentiss, interview by author, 21 July 1988, Mira Costa College, Oceanside, California.

²¹Lee Deighton, ed. The Encyclopedia of Education (U.S.A.: The Macmillan Company, 1971), "Athletics, Intercollegiate," by Katherine Ley, 374.

²²Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass: Addison-Wesley Publishing Company, 1974), 66.

²³Gail Prentiss, interview by author, 21 July 1988, tape recording, Mira Costa College, Oceanside.

CHAPTER 9

SAN DIEGO CITY COLLEGE

Bond issues were passed by the voters of San Diego in 1950 and 1952 approving the separation of San Diego Junior College from San Diego State University. The first classes at San Diego City College, presently located on Twelfth Avenue in central San Diego,¹ opened in January 1956.²

The social and cultural conditions of limited participation in women's athletics that were prevalent in colleges and universities during the first half of this century were also present in the collegiate experiences of Betty Hock, only full-time woman physical educator in women's athletics at San Diego City College through 1972.³ Betty Hock had experienced extremely limited athletic opportunities in her own collegiate background. As she remembered:

It was only a year before I entered the physical education program (at New York City College) that they let women into the program. I came from a four-year school in which they only had one women's team in New York... basketball... so I came from a very limited background in terms of women's athletics. I didn't come with let's get women's athletic teams started because I hadn't come from that background at all.

And so my first year or two (at San Diego City

College) was seeing how things were and eventually getting interested. But I did not come with that idea in mind.⁴

Thus, Betty Hock did not start with a vision of building a strong women's athletic department.

Other factors also influenced her perceptions. As Boutilier and Giovanni have stated:

Play is intrinsically human and universally found in all cultures and times. The forms that play and sport assume reflect the values and structure of the particular society.⁵

The Informal Period: 1966 - 1968

In 1966, Betty Hock, who was the sole physical educator for women, recalled, "... there wasn't a tremendous demand for or value of women's athletics at the college (San Diego City College), but, at that time, the women (students) didn't know that they should be involved."⁶ Thus, Betty Hock's followers, her students, reflected the values of the society around them and did not place many demands upon her in regards to participation in women's athletics. She summed up her reasoning about the causal factors for the limited involvement by the students:

At (San Diego) City College, from the very beginning and even now, we really have had it more difficult to get things organized because many of our students come from low economic households and so many have to work. What I have found out at our college, at least in the past, is the men who had to work... worked, or their families, anticipating that sport was such a positive thing for men to do,

that their families would allow them not to work so they would get by somehow.⁷

This was not the case with the women, however. At that point in time, the value of them participating in athletics had not been seen by their families, by society or by the educational system. Thus, due to Betty Hock's own limited experiences during her collegiate days in women's athletics coupled with her perception of students narrowed expectations of participation in women's athletics, little value or demand for a women's intercollegiate program existed.

However, after seeing how things were done in the area, she did entertain the idea of starting a few teams in order to get a program started. She immediately ran into problems because of non-existent budgets, equipment, uniforms, transportation and facilities. She stated emphatically, "(There was) very little funding. As I said, one hundred dollars or less the first year to do something."⁸ Even this minimal amount of funding that she received came from the Student Body Association and not from the institutional general fund. Betty Hock applied for funds as the Student Body Advisor which were usually approved. But, as she recalled, "It was curriculum funded... we were only talking about a few dollars here and there...."⁹

The equipment needed for the teams was provided by the students themselves unless it was available through a physical education class. With regard to uniforms, Betty Hock summarized that they wore what they had. Another area of concern was transportation which was partially supplied by the college and, of course, she stated, "...there was my car."¹⁰ The final limitation she experienced was the lack of adequate facilities. The facilities at San Diego City College were limited to six tennis courts and one gymnasium which had to be shared with the men's athletic program. She recalled the condition of the gymnasium, "(You know) how inadequate our gym is and, (to this day), we did not add any facilities except for a racquetball (court)".¹¹

The Structural Period: 1968 - 1970

Despite these hardships, Betty Hock decided to try to arouse student interest in athletics. She followed the format that was being utilized in this country at colleges and universities in which activities were often introduced at the curricular level, then the intramural level, and finally the intercollegiate level.¹² Betty Hock discovered a talented gymnastic

student in her in-service physical education class.

She recalled:

I really can't remember the sequence of this but there was like a sports-thing coming up for gymnastics and I thought I could enter her. I don't know who organized this or what, but we were practicing on a low beam, you know, a foot off the floor or two feet... doing cartwheels and she did go to this meet.¹³

The other avenue Coach Hock used for creating interest in athletic teams was the scheduled College Hour. She explained that this was a two-hour period scheduled during the week in which regular classes were suspended and departments throughout the college could structure special activities. Betty Hock described what the college hour in physical education consisted of when she took over:

Guys would be playing in the gym, basketball, and so forth. You know, there were never any women. Willy, meaning Willy Hendry, (the only other women's full-time physical education instructor), was in charge of the two-hour period in the gym if any women wanted to participate but no women would participate. So I said, well, I have that one girl (in gymnastics) I talked about... so I took over the two-hour period for any woman that wanted to participate....¹⁴

Betty Hock parlayed these initial efforts of encouraging the participation of women in athletics in her classes and in the College Hour into attending some sports days conducted by local community colleges in badminton, bowling and gymnastics.¹⁵

Even though she was limited in terms of her resources, Betty Hock tried to establish a Women's Recreation Association (W.R.A.). as a political and organizational support group. Her first step was to be recognized by the administration as the coordinator for women's extra-curricular activities. This was accomplished in September, 1968.¹⁶

Betty Hock also began to seek institutional financial backing from the administration. In 1968, Coach Hock submitted her first budget request of \$256 for W.R.A. activities. This budget request was denied.¹⁷ She wrote a response regarding this denial of funds to the Coordinator of Student Activities, Dr. David H. Diller. In this document she vehemently expressed her displeasure for the lack of support by the institution:

While it is certainly understandable that limited funds must be allocated carefully, I feel that certain values must be weighed in reaching such decisions.

The Womens Recreation Association is the only outlet for participation in intramural and intercollegiate athletics by women students at the college. Since women as well as men contribute to the activity fee pool, it would seem reasonable to assume that support for this singular activity program would rank high in priority.¹⁸

Her budget request for the W.R.A. during the next budget year was also denied.¹⁹

Being refused monetary support did not daunt Betty Hock. She continued to look for and coach student/athletes. One of her best sources of talent were students with gymnastic abilities. She followed the developments in women's competitive opportunities that were happening nationally and began to offer sports days for the students. She also sought to increase her own exposure in the sport by officiating at both high school and college meets.²⁰

Coach Hock noted that some of her students also showed athletic ability in track and field. On May 3, 1968, she entered them in the Second Annual San Diego County Board Invitational Track and Field Meet. They did very well for their first competitive meet. The eight women scored thirty-two points and placed third in the meet.²¹

Betty Hock continued to search her campus for talented women student/athletes. Once these athletes were found, her strategy was to approach the administration and say, "We have these women interested and I think we can be competitive and we should be involved in the San Diego Colleges' league. That's how it happened."²²

The Formal Period: 1967 - 1972

Being the lone faculty member in the women's athletic program can be a major stumbling block because of not having other faculty support behind you. But not for Betty Hock. She was beginning to hone her own vision of what she wanted; namely, a women's athletic program with more than one woman coach. She proceeded with her strategy on three fronts: to join the San Diego Women's Intercollegiate Board Conference (S.D.W.I.B.); to develop the organizational structure which would become her base of support, the W.R.A.; and, through the paper channel, to submit requests for financial support to the administration.

As a result, Betty Hock was one of the founders of the San Diego Women's Intercollegiate Board (S.D.W.I.B.) Conference which became the governing body of women's athletics in San Diego County for years to come. As one of the founders of the organization, Jean Sprunt of San Diego State University and later Grossmont College recalled, "Betty Hock was in the original group.... I remember meeting at her house. We set up a conference."²³ Other key figures who met to organize the athletic board were Eve Lill and Ethel Calderwood of Grossmont College, Viola Jeffery of Palomar College, and Carrol Hauenstein of Southwestern

College.²⁴ For the 1969-1970 term, Betty Hock was listed for the first time in the S.D.W.I.B. roster of coaches as the sole advisor for San Diego City College. (See appendix 7)

Leadership is a political process. As a political process, Betty Hock sought the recognition by the administration of the Women's Recreation Association (W.R.A.). One method of achieving this goal was to become a member of the San Diego Women's Intercollegiate Board Conference (S.D.W.I.B.). It was her hope that through the influence and participation of the other San Diego Community Colleges, her college would begin to support the concept of women's athletic participation. On October 7, 1969, Betty Hock sent a memo to Dean D. Russell Burtaw concerning the scope and plans for the San Diego City College Women's Recreation Association. She stated the following:

The Women's Recreation Association (W.R.A.) provides opportunities for women students to participate in various recreative and competitive sports programs which go beyond the regular physical education curriculum.

Intercollegiate activities in the form of sports day tournaments and meets may include competition with any of the member colleges in the area or with other colleges by special arrangement.

Plans are now being made for fall and spring activities. Fall activities will include badminton and gymnastics; the major meets being held in December. Spring activities will include gymnastics, tennis and track and field. In addition to intercollegiate competition, four to

five hours a week have been scheduled to allow for team practice and also to give opportunity for those students to participate solely for recreative purposes. Hours will fluctuate depending upon availability of facilities.

The W.R.A. advisor instructors, coaches and directors, all have scheduled practices and sports days.

Students will also have the opportunity to attend various conferences during the school year.²⁵

This memo was followed by another request from Harry West, the Athletic Director for extended-day pay for Betty Hock. In the past, she had traveled with students and coached them without any financial remuneration. The memo from Harry West read:

Mrs. Hock's Women's Recreation Association's activities began in October and will conclude on May 27, 1970. Attached is her schedule of activities. I hope it's not too late to request and receive the recommended 3 units of extended day pay for her activities.²⁶

This request was granted by the administration.²⁷

With continued persistence, Betty Hock completed the final part of her strategy for approval of her teams by again submitting a proposed budget for the W.R.A. In 1968-1969, she had been granted \$100 to run her entire program. For the 1969-1970 school year, she requested \$407.²⁸ This was ultimately halved and she was granted \$200²⁹ for the year along with the following directive:

Here is a copy of your budget showing the revisions as approved by the Board of Control, the A.S. Council and the Student Services Association.

In some cases the amount you requested differs from the amount actually allocated by the Board so it will be necessary for individual budgets to be trimmed accordingly.³⁰

Thus, despite an already meager budget request, Betty Hock had to accept the reduced figure. However, her persistence toward her goal had helped her to succeed in making inroads toward acceptance of the W.R.A. and recognition of Betty Hock as San Diego City College's representative for women's athletics. Her plan had also allowed her to receive some remuneration for her efforts and time.

In 1970-1971, Betty Hock submitted another detailed budget request of \$392 for her athletic W.R.A. teams.³¹ Betty Hock's receipts from some of the above items indicate that much of this proposed budget was approved.³² In 1971, Betty Hock continued to request funds for the 1971-1972 athletic teams. The records indicate that she submitted a proposed budget of \$405.³³ Much of this request was also approved.³⁴

The Realization Period: 1969 - 1972

Betty Hock's vision was now clear. Her thrust was threefold: to formalize local athletic conferences, to mold and develop athletic teams, and to schedule

athletic experiences outside San Diego County for these teams. She realized that this was the time to solidify her constituency by maintaining her leadership role in the S.D.W.I.B. Conference and by joining other women's athletic conferences in order to pursue competition outside of San Diego County.

For the second year, Betty Hock took an active role in the formulation of the S.D.W.I.B. Conference.³⁵ Coach Hock also now joined the formidable Southern California Community College Intercollegiate Athletic Conference (S.C.C.C.I.A.C.) in Los Angeles. This membership of thirty-three community colleges would not only assure her teams of exposure to fine competition but would also guarantee them travel outside of San Diego County.³⁶ Betty Hock recalled that the San Diego Community Colleges did not, at first, receive a warm welcome from the other colleges:

It was in San Diego that we had very few teams. So we needed more competition. So we all decided that we were going to travel. And I remember specifically that the L.A. schools were not excited that we came to the S.C.C.C.I.A.C. (Southern California Community College Intercollegiate Athletic Conference) meetings because that in turn would mean if we joined their league, they would have to come (to S.D.). And you know how the L.A. schools didn't particularly like traveling... but after awhile, the coaches in gymnastics, we all liked each other and so that didn't turn out to be a problem.³⁷

Secondly, Betty Hock joined the Pacific Southwest Collegiate Association. This organization attempted to

bring the Associated Women's Students (A.W.S.) and the Women's Recreation Association (W.R.A.) together in order to encourage women's activities on all community college campuses in San Diego.³⁸ The P.S.W.C.A. Conference was soon eliminated due to the strength of the S.D.W.I.B. Conference.

Finally, Betty Hock tried to recruit students for sports days, a trend which had already been happening both nationally and locally. She explained the process:

I don't know about the other schools but, at my school, I and other coaches... we drummed up the people. A sports day was going to happen and I would try and get participants. And women, from what I recall, if they are able, they are eager to compete. Anyhow, they were called sports days; in badminton, field hockey, and volleyball. This was the fall of 1970. So that's how it happened."³⁹

Betty Hock realized that, from the foundation which sports days were able to provide, she could soon transform this type of competitive student-group into intercollegiate teams. She concentrated on four areas where most of the student interest occurred: track and field, tennis, gymnastics, and badminton.

On May 9, 1969, Betty Hock entered her students in the San Diego County Woman's Invitational Intercollegiate Track and Field Meet (see Figure 13, p.306. Her students participated along with students representing San Diego Mesa College and Cal-Western

University.⁴⁰ Shortly, thereafter, she took a contingent of tennis players to the Women's Collegiate Tennis Tournament at San Diego Mesa College.⁴¹

On May 23, for the first time, Betty Hock traveled outside of San Diego County for competition in gymnastics. She took one student, Noreen Cichetto, to the Women's Collegiate Gymnastics Meet at Los Angeles Valley College.⁴²

While still unable to field many athletes in gymnastics, Betty Hock was able to take a larger contingent to two badminton events: a sports-day at Southwestern College⁴³ and the S.D.W.I.B. Badminton Tournament at San Diego Mesa College. The competition was increasing with student/athletes from five colleges represented: San Diego Mesa, Southwestern, Grossmont, and San Diego State University.⁴⁴ Thus, through her focus and persistence, Betty Hock had succeeded in increasing her constituency within her own institution and helping to solidify the importance of women's athletic conferences both inside and outside the county of San Diego.

Through the late sixties, Coach Hock persisted single-handedly in her newly formed desire for intercollegiate teams. Finally, in the early seventies, she decided to find another coach for the women's tennis team (see table 5, p.308, for the hiring

TABLE 5

SAN DIEGO CITY COLLEGE
Coaching Assignments - Women's Athletic Staff

YEAR	PD	BM	GY	TS	TF
1966	BH	..	..	..	..
1967	BH	..	..	..	..
1968	BH	..	..	..	*BH
1969	BH	*BH	*BH	*BH	*BH
1970	BH	*BH	BH	BB/ET*	..
1971	BH	BH	BH	BB/ET	..

PD - Play day or Sports day TS - Tennis team
 BM - Badminton team TF - Track and field team
 GY - Gymnastics team
 .. - No record of a team or event that year
 * - Only one recorded event for the team that year

Coaching of:

BB - Bob Bacon
 ET - Eleanor Tindle
 BH - Betty Hock

Occasionally a team began in the spring and another team in the same sport began during the fall of the same year. In that instance, the team may have had two coaches in one calendar year. The coaching assignments were, then, indicated as x/x.

of women's coaching staff and their coaching assignments in the development of women's athletic teams). It was at this time that she encountered resistance from the men's coaching staff. Betty Hock recalled:

... and at (San Diego) City College, we have had some male physical education instructors that were vehemently opposed to women's athletics ... that were opposed, for example, to the women's tennis team... a very tough road.... It (the women's athletic program) had been a sports day recreation. But as soon as we started the women's tennis team, I had gymnastics (but) that was still recreation. There was a lot of flack.⁴⁵

Betty Hock remained adamant in her insistence of hiring another woman coach. However, rather than hire a full-time coach, an English teacher was brought in to coach part-time. Betty Hock, again, recalled the experience:

So Eleanor Tendle, the English teacher, was the first tennis teacher... well, she was sort of caretaker. Eleanor did not know tennis but she was willing. They (the students) went to her in her English class and said will you please (take us to matches). I don't recall whether she received any compensation. I don't think so. She liked being around the students and enjoyed watching the tennis and was hoping to learn something.⁴⁶

Throughout this process and during her tenure at San Diego City College, Betty Hock recalled not only the resistance from the men's athletic staff but also very little assistance from the administration of the college. She commented, "Only Harry (West)(gave me some help) but he was not part of administration at

that time. And then the Dean, who was in charge of our program, Charlie Hampton, a former basketball coach, he was supportive. It didn't go much beyond that."⁴⁷

Betty Hock was undaunted, however. These road blocks made her even more determined to establish a women's athletic program. With the little help she was able to gather, she continued to coach three sports and build her intercollegiate teams.

During the early seventies, she increased the practice times and planned busy competitive schedules for her gymnastics team.⁴⁸ Various events were also planned in badminton, track and field, and tennis.⁴⁹

Although no longer coaching the tennis team, Betty Hock acted as the women's athletic director, planning the schedule for women's tennis and handling other administrative duties for the team. While the English teacher, Eleanor Tendle, accompanied the team to matches, Bob Bacon, the men's tennis coach, coached the team on campus during practices. At the conclusion of the first season with the team, Bob Bacon wrote optimistically about the future to Betty Hock:

(The) tennis program (is a) big success. Despite petty problems, the dolly team (was) realized, played, joined a league, got started, met schedule, had sponsors, set standards, got things started for next year... these are real values. Twenty different girls represented our school at various times on this team....⁵⁰

Coach Bacon then added a recommendation regarding the staffing of the team for the coming year, "I can name several (coaches) in this city that will coach the team on a basis as I did for the men, as a part-time basis, should the women not be able to handle the assignment."⁵¹ He concluded his feelings by stating, "Philosophically, we have come from nothing to a tennis team reality. We have joined the league, we do have enough girls, and the girls do have a great attitude. These are real accomplishments."⁵²

After reviewing his comments, Betty Hock set about to try to raise the values and standards of Bob Bacon. She wrote:

I am the representative for this college on the San Diego Women's Intercollegiate Board... and therefore must verify eligibility, maintenance of team practice, ranking of members according to skill for ranked singles and doubles, etc.

I am not dictating to you as coach or to the players as to how to set up a line-up. This has already been done by the S.D.W.I.B.

... if we are to maintain a team, then certain standards and policies must be followed or, as you know, we can be disqualified.⁵³

As the leader of the women's athletic department, Betty Hock experienced some other difficulties with Bob Bacon,⁵⁴ but these problems did not deter her. Vail has stated that "a leader is capable of transforming doubts into the psychological grounds of common cooperative action."⁵⁵ Betty Hock attempted to do this

with the women's tennis team by providing a new environment of high moral and ethical standards.

A Heritage of Women Leaders

It was difficult to lead with the lack of resources in the face of resistance and opposition. This was the problem that Betty Hock, a potential leader, faced upon her arrival at San Diego City College. She soon discovered that there were many missing ingredients of leadership at this institution. Perhaps one of the most critical was the students themselves. As previously discussed, the value of participating in athletics as seen by the women students of San Diego City College was not present in this environment involving students who had experienced low socio-economic conditions. In addition, Betty Hock, herself, had experienced severe limitations in her own athletic background in college. These two pervasive factors set the stage at San Diego City College for a slow developing program for the women.

Other missing ingredients included limited administrative support, the opposition from the men's athletic staff and the absence of full-time women staff members. Other deficiencies included the lack of a budget, the lack of facilities, and the lack of

equipment. With all of these shortcomings, it is amazing that Betty Hock still managed to develop her vision of what she hoped to accomplish or set it in motion. An authority on leadership has said that "effective leadership... can create visions of potential opportunities for organizations."⁵⁶ Through her vision, persistence and focus, Betty Hock was able to create teams where none existed before, to single-handedly develop the W.R.A. into a viable organization, to develop the S.D.W.I.B. Conference, to hire coaches, and to achieve recognition from the administration for the women's athletic department.

NOTES

¹Frank Norris, "City College... Back Then," Tecolote, 20 September 1982, p. 7.

²Frank Norris, "Early Days at City College: Growth Spans 68 Years, Four Wars," Tecolote, 18 October 1982, p. 8.

³Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego, California. Betty Hock recalled: After coming from New York, I had been teaching at San Diego High School. In 1966, I was hired at San Diego City College.

⁴---. Personal interview. 20 July 1988. Betty Hock recalled her own limited involvement in her own background in athletics:

I was just at the college...you have to look at my background (about desire to start teams).

So I played varsity basketball for four years and, you know, I'm only 5'3". City University. C.C.N.Y... City College of New York... because the woman who happened (to be there) liked basketball. And in San Diego, we started at a very low level. I know a little bit in New York but in New York, the programs were geared to teaching teachers how to teach in high schools that has one hundred to two hundred in a class.

C.C.N.Y. was one of the City Universities where there was no tuition. It was one of the best in the east with regard to public insitutions. And their physical education teaching program was limited.

⁵Mary A. Boutilier and Lucinder San Giovanni, The Sporting Women (Champaign, Il.: Human Kinetics Publishers, Inc., 1983), 24.

⁶Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego, California.

7---. Personal interview. 20 July 1988.

8---. Personal interview. 20 July 1988.

9---. Personal interview. 20 July 1988.

10---. Personal interview. 20 July 1988.

11--. Personal interview. 20 July 1988.

¹²Ellen Gerber and others. eds.. The American Woman in Sport (Reading, Mass: Addison-Wesley Publishing Company, 1974), 48.

¹³Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego, California.

14--. Personal interview. 20 July 1988.

¹⁵--. Personal interview. 20 July 1988. Betty Hock recalled:

... whether I started doing the gymnastics first or the badminton or one sports day or a sports day for the year in badminton... but that was the first sports participation... coed badminton and women's gymnastics and coed bowling. They (the few women students that she had) wanted to participate and they enjoyed it. If there were to be another sports day, they would have (put in the time), but at that time, we weren't thinking about forming teams.

... and coed bowling involving the L.A. schools and it was once a month. We would change the site of a bowling tournament because I had bowling classes at that time. We would get these bowling teams. We would get into our cars.... We would go to wherever that class from a college bowled: we would set up a tournament. We started bowling in real old lanes but, you know, they gave us a good price.

¹⁶"Additive payments and Extended-Day payments to Certificated Staff," document #C-4335, page 4 of 5, September 16, 1968, Special Collections, from the files of Betty Hock, San Diego City Community College, San Diego, California.

17"San Diego City College Associated Students: Budget Appropriation for 1968-1969," Special Collections, from the files of Betty Hock, San Diego City College. Her request for budget appropriations for the Women's Recreation Association totaled \$256. It read as follows:

Uniforms for Competition:
 Leotards (12) @ \$6.50..... \$78
 Gymnastic Shoes @3.50.....\$42
 Grip Guards @2.00.....\$6
 Sports Day Fees.....\$25
 Officials Fees.....\$48
 Conference fees (AWS/WRA)..\$12
 w/one delegate
 Transportation.....\$20
W.R.A. Social.....\$25
 Total.....\$256

18Betty C. Hock to Mr. David H. Diller, 7 June 1968, Special Collections, from the files of Betty Hock, San Diego City College. Betty Hock stated:

I should like to take this opportunity to express extreme disappointment upon learning of the decision of the Board of Control regarding the complete denial of any funds for the Women's Recreation Association for 1968-69. Furthermore, I was not asked to review or reduce the expenses itemized in the budget request, as I understand is the usual procedure. Instead, I learned of the negative decision only incidentally....

It should also be noted that although the Women's Recreation Association has been somewhat inactive in the past, this should not be a determining factor in making a judgment on the present request for funds. Plans are already underway for activities in conjunction with other colleges in the area....

I sincerely hope that a re-evaluation of the decision concerning the budget appropriation for the W.R.A. will provide the funding requested.

19"San Diego Junior Colleges: Student Body Budget," page 3 of 3, 28 May 1969, Special Collections, from the files of Betty Hock, San Diego City College.

²⁰Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego California.

²¹"San Diego County Women's Invitational Intercollegiate Track and Field Meet and San Diego Women's Intramural Track and Field Meet," brochure, Special Collections, from the files of Betty Hock, San Diego City College. Other colleges participating in the event were Grossmont College, San Diego Mesa College and San Diego State University.

Kathryn Lewis to Mrs. Betty Hock, 3 June 1968, Special Collections, San Diego State College.

Kathryn Lewis, the meet director from San Diego State, reported the following team point totals with San Diego City College placing third:

San Diego State...47
Grossmont.....33
San Diego City....32
San Diego Mesa....19

"San Diego County Women's Invitational Intercollegiate Track and Field Meet and San Diego Women's Intramural Track and Field Meet," Special Collections, from the files of Betty Hock, San Diego City College.

Competitors and events for San Diego City College included:

50 yard dash: Barbara Graham
Linda Leonard
Jo Dean Broadway

75 yard dash: Beverly Shoffner
Donna White

220 yard dash: Brenda Fraser

440 yard relay: Graham, White, Spence and Leonard
Fraser, Spencer, Broadway and
Nickleberry

Long Jump: Barbara Graham
Jo Dean Broadway
Brenda Fraser
Sharon Spencer

Shot Put: Kaye Smiley
Glenda Nickleberry

²²Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego, California.

²³Jean Sprunt, interview by author, 2 September 1988, tape recording, interviewer's home, Rancho Bernardo, California.

²⁴Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

²⁵B. Hock to Mr. D. Russell Burtaw, 7 October 1969, Special Collections, from the files of Betty Hock, San Diego City College.

²⁶H. West to Mr. Burtaw, "Re: Extended day pay for Betty Hock," Special Collections, from the files of Betty Hock, San Diego City College.

²⁷Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego.

²⁸"San Diego Junior Colleges: Student Body Budget," 28 May 1969, Page 4, Special Collections, from the files of Betty Hock, San Diego City College.
ACCOUNT TITLE: W.R.A.

Account number: C-25590

Approved budget for 1968-1969:.....\$100.00

Estimated expense for 1969-1970:....\$397.00

Description

Expense

Warm-up uniforms (used for all sport.....\$180.00
events (12)

Uniforms for Track, Volleyball, etc.....\$140.00

Sports-Days Fees.....\$25.00

Officials Fees.....\$25.00

Conference Fees A.W.S./W.R.A.....\$12.00

Transportation.....\$20.00

Total.....\$397.00

Association Membership.....\$5.00

\$407.00

²⁹Ibid. Page 3 of 3.

³⁰"San Diego City College: Student Activities Office," 1 August 1969, Special Collections, from the files of Betty Hock, San Diego City College.

³¹"Women's Recreation Assc.: C25590," Special Collections, from the files of Betty Hock, San Diego

City College. Betty Hock submitted a more detailed budget for her athletic teams as follows:

(1) 8 Gymn Meets (Intercoll.)	
12/70-5/71 (S.D.W.I.A.)	
S.D.M.C., S.D.S.C., G.C.....	\$40
(2) 6 Gymn Meets 1/71-5/71 (sponsored by	
S.D. County W's G. Officials	
Assn.....	\$25
(3) Bad. Tnmt. & Sports-day 10/70-12/70	
(S.D.W.I.A.) Entry Fee,	
Refreshments.....	\$5
Annual S.D.W.I.B. Membership.....	\$5
(4) T. Trnmt & Sportsday 1/71-5/71	
S.D.M.C., S.D.S.C., Pal.	
(S.D.W.I.A.).....	\$5
(5) Membership for	
S.C.J.C.I.A. Conference.....	\$5
(6) A.W.S./W.R.A. Conference Oct. '70 Area I	
Transportation, fees, etc.....	\$20
(7) A.W.S./W.R.A. Spring Pre-Planning	
Mtg. & Luncheon Spring 1970	
5 students & advisor 5.00.....	\$30
(8) Same as above for Fall 1970.....	\$30
(9) Uniforms	
2 warm-up suits	
@22.50.....	\$45
2 leotards	
@7.00.....	\$14
7 blouses/shorts @	
12.00.....	\$84
<u>12 gymnastic shoes @</u>	
2.50.....	\$30
Total.....	\$392

32"Receipt of San Diego City College for \$5.00 dues," Special Collections, from the files of Betty Hock, San Diego City College.

33"1971-1972: Women's Recreation Assn: C25590," Special Collections, from the files of Betty Hock, San Diego City College. Betty Hock's proposed budget was:

<u>Women's Recreation Association - C25590</u>	
(Annual) S.D. Women's Brd. Dues.....	\$5.00
S.C.J.C.I.A.C. Dues.....	\$10.00
11 Gymnastic Meets (Officicals.	
Transp., Entry, etc).....	\$120.00
(10/71-5/72)	
Badminton Trmmt. & Sports day.....	\$20.00
(10/71-12/71)	

Tennis Trmnt. & Sports day.....\$20.00
 (1/72-5/72)
 Ojai Tennis Trmnt.
 (Entry & Lodging).....\$75.00
 A.W.S./W.R.A. Fall Copnfernece-
 Area 1 (10/71).....\$20.00
 A.W.S./W.R.A. Fall Preparation
 Luncheon (10/71).....\$30.00
 A.W.S./W.R.A. Spring Pre-
 Planning Meeting.....\$30.00
2 Warm-ups Uniforms @ 22.50.....\$30.00
 Total.....\$405.00

34"San Diego Junior Colleges: Student Body:
 Request for Funds," No. F, 5276, 26 October 1971,
 Special Collections, from the files of Betty Hock, San
 Diego City College.

35"San Diego Women's Intercollegiate Board:
 1970-1971," Special Collections, from the files of
 Betty Hock, San Diego City College.

36"S.C.J.C.I.A.C. Tennis Coach Roster: 1970-71."
 Special Collections, from the files of Betty Hock, San
 Diego City College.

37Betty Hock, interview by author, 20 July 1988,
 tape recording, subject's home, San Diego, California.

38"Pacific Southwest Women's Collegiate
 Association: A.W.S. and W.R.A. Advisers," Special
 Collections, from the files of Betty Hock, San Diego
 City College. Betty Hock represented the W.R.A. while
 Valleta Linnette, the coordinator of Student Activities
 of San Diego City College, attended for the AWS. See
 also:"Pacific Southwest Women's Collegiate Association:
 Conference Planning Meeting," October 7, 1970, from the
 files of Betty Hock. The first planning meeting was
 held on Wednesday, October 7 and S.D. City College was
 give responsibility for the theme and speaker for
 upcoming events.

39Betty Hock, interview by author, 20 July 1988,
 tape recording, subject's home, San Diego, California.

40"San Diego County Woman's Invitational
 Intercollegiate Track and Field Meet: May 9, 1969,
 C.W.U.," Special Collections, from the files of Betty
 Hock, San Diego City College. Results for the Knights
 which were recorded are as follows:
 (1) 50 yard dash:

Linda Anderson	First place	6.8 seconds
(2) 100 yard dash:		
Linda Anderson	First place	11.2 seconds
(3) 220 yard dash:		
Arnett Robinson	First place	29.3 seconds
(4) Long jump:		
Arnett Robinson	First place	15'8.6"
(5) High jump:		
Arnett Robinson	First place	4'6"
Darleen Jensen		

⁴¹Burtaw to Faculty, "Student Absence," 21 May 1969, Special Collections, from the files of Betty Hock, San Diego City College. The students were Antonia Baker, Judith Carton and Laura O'Brien.

⁴²Ibid.

⁴³Burtaw to Faculty, "Student Absence," 2 December 1969, Special Collections, from the files of Betty Hock, San Diego City College. The San Diego City College contingent included Antonia Baker, Kathy Barnes, Sharon Berner, Jean Burt, Karen Edson, Kerry Hargraves, Connie Panek and Helen White.

⁴⁴"Appendix IV: S.D.W.I.B. Tournament Entry Form," Special Collections, from the files of Betty Hock, San Diego City College. Coach Hock entered her team in the tournament as follows:
 First singles: Connie Panek
 Second singles: Sharon Berner
 First doubles: Karen Edson
 Kathy Barnes
 Second doubles: Noreen Cichetto (a substitute for
 Jean Burt)
 Kerry Hargraves

⁴⁵Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego, California.

⁴⁶---. Personal interview. 20 July 1988. Betty Hock recalled:

What I did in the beginning was I coached gymnastics and stayed with gymnastics and got this English person to take tennis. Bob Bacon (physical education instructor and Men's Tennis Coach) had them in a class so he

would instruct. The English teach agreed to take them so that we would be covered by a certificated person.

47---. Personal interview. 20 July 1988.

48"W.R.A. Activities 1969-1970," Special Collections, from the files of Betty Hock, San Diego City College. In 1970, the gymnastics team had a very ambitious schedule which was as follows:

- 3/10 at Mount Vernon High School
- 3/20 at San Diego State College
- 4/1 at Mount Vernon High School
- 4/3 at Mount Vernon High School
- 4/6 at Escondido High School
- 4/14 at Madison High School
- 4/15 at Grossmont College
- 4/17 at Poway High School
- 4/22 at Grossmont High School
- 4/24 at Poway High School
- 4/29 at Escondido High School
- 5/13 at San Diego Mesa College
- 5/22 at San Diego State College
- 5/27 at Grossmont College

Fortnightly, 22 May 1970, p. 10. The members of the team were Noreen Ciccetto and Nola Belt.

"Mrs. Peggy Stoll to Mrs. Betty C. Hock, 14 December 1970, Special Collections, from the files of Betty Hock, San Diego City College. On December 14, the gymnastic team was invited to a meet at Long Beach City College.

"Betty Hock to Mr. Burtaw, 27 November 1970, Special Collections, the files of Betty Hock, San Diego City College. The 1971 schedule read:

- (1) Gymnastics meet at Mesa College on Nov 6;
- (2) Gymnastics meet at Grossmont on Nov 18;
- (3) Gymnastics meet at San Diego Mesa on Dec 4;
- (4) Gymnastics meet at Grossmont on Dec 16.

*Each meet approximately 4-5 hours.

49"Matches," Special Collections, from the files of Mary Jane Komisarcik, San Diego Mesa Community College, San Diego, California.

The badminton team included: Connie Panek, Karen Edson, Sharon Berner, Kathy Barnes, Norren and Kerry Harvgrave.

In 1971, a badminton sports-day tournament was planned for December 11 at Grossmont College.

From "W.R.A. Activities 1969-1970," Special Collections, from the files of Betty Hock, San Diego City College. Tentative plans for track and field were planned for May 24 at Grossmont College.

⁵⁰R.C. Bacon to San Diego City College, "Associated Student Organization," Special Collections, from the files of Betty Hock, San Diego City College.

⁵¹Robert Bacon to John Early, Special Collections, from the files of Betty Hock, San Diego City College.

⁵²Robert to Betty Hock, "Women's Athletics," Special Collections, from the files of Betty Hock, San Diego City College. Bob Bacon wrote these suggestions to Betty Hock:

- a. Don't worry about the girls being the best dressed.
- b. Regarding organized practice, and team line-ups: let me handle that. Don't be too particular on the girls on this.
- c. Please don't tell the girls you might cancel the matches just because something was not exactly right.(51)

⁵³Betty C. Hock to Robert Bacon, 22 February 1972, Special Collections, from the files of Betty Hock, San Diego City College.

⁵⁴Joan Whitby to Mr. Robert Bacon and Miss Jenny Pine, November 8, 1971, Special Collections, from the files of Betty Hock, San Diego City College. During the pursuit of his scheduling of matches, Coach Bacon encountered a problem. It seems that he had contacted San Diego State College for a contest. The Aztecs coach, Joan Whitby, responded to his request in a letter on November 8:

This is to inform you that the San Diego State Women's Tennis Team will not be able to meet you on Wednesday, May 10, as you have assumed. First, I do think it is quite presumptuous of; you to do any scheduling without directly contacting the coach of the team you wish to schedule....

Second, I do know that City College was informed of the tennis meeting held September 29, 1971 at Mary Jane Komisarcik's home and I feel that was the time and place to schedule

matches. Frankly, since City College did not have a representative at that meeting, I question City College's reliability to field a team and to have a faculty representative at all matches as required by the SDWIB....

Last, since City College was not at the scheduling meeting I feel you must adapt to the other teams existing schedules and commitments. Therefore we will not be able to play you on any Wednesday and particularly not the week of May 8th....

"R.C.B. to Miss Joan Whitby, 15 November 1971, Special Collections, from the files of Betty Hock, San Diego City College. In a rebuttal to this letter, Coach Bacon sent a statement of his own to Joan Whitby on November 15. He stated:

Deary,

Thanks for your friendly note of Nov 8 regarding the WOMENS tennis league. I received a similar note from State's male tennis coach last spring. You two tennis departments seem to be much alike.

The humble City College lady Knights are again sorry that we did not have a rep at the WOMENS organizational meeting last Sept. As explained earlier City has never had enough girls that could play tennis and it was not until October, after your meeting, that we realized we had some girls in our co-ed physical education classes.

With regard to your statement, "I question City College's reliability to field a team...." I can report that so far we have found 17 lovelies interested in our Big Lib Team. We are working to try and be in the same league with our big sister schools. We have had a bake sale and raised enough money to pay for our gas to and from our matches. The dollies are knitting scarfs to sell during Christmas so we can pay our dues into the league and maybe rent a film on tennis. Our girls are also busy sewing their unis together and are talking about wearing tennis shoes at the matches. We have borrowed enough rackets from the YWCA so that half of

us can practice at once and we have a potential donor who may give us a few needed tennis balls.

As coach of the distaff club I can add that almost all the girls can now keep score, except when somebody talks about that tie/breaker deal. Further, I am working with the girls to stay on the court when the other player hits the ball hard at them, and to be good sports throughout....

One real asset to our program at City is that once a month a friend of mine that has actually played tennis comes to school to help teach the girls where to stand, how to hit that anne-anne over shot and like tennis knowledge.

Rest easy - we have a faculty sponsor.

In conclusion City is very honored to have you advise our tennis program. Our girls are simply thrilled by the prospect of playing your women in tennis. Be confident in the knowledge that we will show for the match and congratulate you for winning. I read your letter to our Knightettes, as well as our men's team. We all thank you for helping City College understand San Diego State College that much better.

Stay sweet,
R.C.B., Big Lib Coach at City

⁵⁵Peter B. Vaill. "The Purpose of High-performing Systems," in Leadership and Organizational Culture, eds. Thomas J. Sergiovanni and John E. Corbally, eds. (Chicago: University of Illinois Press, 1984), 89.

⁵⁶Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 17.

CHAPTER 10

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary

During the first half of the twentieth century as many women physical educators were growing up, entering college, and majoring in physical education, they were influenced by the schism that had occurred between opportunities for sport available to women in the larger social environment and the limited sport opportunities they would be exposed to while attending schools and colleges. As Gerber stated:

Precisely at the time when sport in society was extending..., sport in the colleges was being circumscribed. The available activities were limited and the level of competition was lowered to the point of disappearing altogether."¹

The social and cultural limitations placed upon these women during their childhood and early adulthood had a profound effect upon many of these future leaders of women's athletic programs in colleges. Some women found ways of circumventing the obstacles that the colleges and universities placed in their curriculum to limit them participating in athletics while others

denied themselves competitive opportunities altogether.

Individuals, who have leadership characteristics, will not be denied their goals despite difficult factors in their backgrounds and/or educational experience. They have used different strategies to achieve their goals and overcome the obstacles placed in their path. Eve Lill of Grossmont College described the conditions at the time under which she and other women leaders began their programs in community college athletics:

We, the women's physical education department, were islands unto ourselves, really. Nobody bothered us; nobody helped us. We really did our own thing. We really were islands... little islands.²

This pattern was typical of the national trend of women's collegial physical education departments.

Gerber summarized the situation in a positive perspective when she said: "Collegiate sport developed in a relatively unified, controlled pattern across the country governed as it was by the women physical educators with no external interference."³ Thus, these departments and groups of women faculty were really islands unto themselves.

For the most part, each of the community colleges in San Diego County investigated in this research had to be self-contained simply because of the lack of support they received from their institutions, the

outright obstacles placed in their paths, and the strength and support the women received from within their groups. Each women's physical education program attacked the problem of establishing a women's athletic department in a different manner utilizing various strategies. Some succeeded while others did not. It was important, therefore, to look at each college separately.

Palomar College

Leaders commit themselves to a common enterprise and are resilient enough to absorb the conflicts; brave enough, now and then, to be transformed by its accompanying energies; and capable of sustaining a vision that encompasses the whole organization.⁴

This statement described the essence of Donna Reiser when, in 1955, she became the first woman physical education instructor hired by Palomar College. Described by her contemporaries as "one who does not like to spend their time on the nitty-gritty"⁵ and by herself as "a builder,"⁶ Donna Reiser brought her vision of building a strong women's athletic department with her to Palomar College. When she arrived at the college, she found that no women's athletic teams existed. She said: "I couldn't stand it; I just had to do something."⁷

As a leader, Donna Reiser was almost a decade ahead of her time when compared to the negative national attitude in colleges and universities toward women competing in sport. During this time at Palomar College, Donna Reiser continued to travel with teams to Los Angeles in order to find competition for her women's teams. She was building her constituencies in the form of student leadership in the Women's Recreation Association and the teams they sponsored.

Donna Reiser's major strategy was to assemble key personnel whom she knew were excellent coaches. She recommended hiring Mildred Ayers and Viola Jeffery who similarly shared her vision for a strong women's athletic program. Mildred Ayers became an outstanding coach whose leadership characteristics can best be described by Bennis and Nanus:

Leaders are the most results-oriented individuals in the world. and results get attention. Their visions or intentions are compelling and pull people toward them. Intensity coupled with commitment is magnetic. And these intense personalities do not have to coerce people to pay attention: they are so intent on what they are doing that, like a child completely absorbed with creating a sand castle in a sandbox, they draw others in.⁸

Viola Jeffery used a strategy that involved organizing the women faculty at the other local colleges. She was one of the co-founders of the San Diego Women's Intercollegiate Board (S.D.W.I.B.). This

Board was the governing body of women's intercollegiate athletics for both two-year and four-year colleges and universities in San Diego through 1972. She also coached three or four teams during the school year, thereby providing the women students many opportunities to compete on intercollegiate teams.

These three women leaders not only accomplished multiple tasks but they were also able to work together in a symbiotic relationship sharing a common vision for a strong women's athletic department. Bennis and Nanus have described this leadership relationship:

Leadership is collective; there is a symbiotic relationship between leaders and followers, and what makes it collective is the subtle interplay between the followers' needs and wants and the leader's capacity to understand these collective aspirations.⁹

Donna Reiser, Mildred Ayers, and Viola Jeffery used their persistence and focus relentlessly in pursuit of their mutually held goals. Their enthusiasm energized their student constituencies. The result of their efforts was the establishment, in a relatively short time, of six intercollegiate teams, a W.R.A. recognized state-wide, and a firmly established women's athletic department.

Thus, first, Donna Reiser, and then Mildred Ayers and Viola Jeffery committed themselves to this common enterprise solving many problems and resolving many

conflicts along the way. Using their energies, they were brave enough to fight the resistance and achieve their shared vision providing athletic opportunities for their women students. Through their symbiotic relationship and leadership abilities, they created and developed an excellent women's athletic program.

Grossmont College

Effective leadership can move organizations from current to future states, create visions of potential opportunities for organizations, instill within employees commitment to change and instill new cultures and strategies in organizations that mobilize and focus energy and resources. These leaders are not born. They emerge when organizations face new problems and complexities that cannot be solved by unguided evolution.¹⁰

Effective leadership for the women's athletic program emerged at Grossmont College with the hiring of Dorothy Arnold, the first woman physical education staff member. She had a vision of what she wanted, she knew her strategy, she mobilized and focused her energy and the resources that were available to her.

Her vision was one of establishing a strong women's athletic department and program. Specifically, her strategy was to hire strong women. She recalled:

I like strong women, not weak ones, and we were so outnumbered by the men.... I looked for someone who isn't afraid to oppose somebody else... someone who can grab some things and run with it and not be bothered."¹¹

Within a nine-year span, Dorothy Arnold recommended hiring four women, three of whom had had previous university or community college teaching experience. First, she recommended hiring Gay Cox who, along with Dorothy Arnold, were described by Eve Lill as "encouragers or people who allowed openness and a feeling you could create whatever program you wanted."¹² The next woman staff member hired was Ethel Calderwood who was characterized by her contemporaries as providing "the impetus"¹³ or driving force behind the women's athletic department. Her students concurred and usually spoke of her in endearing terms.

The last faculty member hired to the Lady Griffin staff was Jean Sprunt who brought her university expertise with her from San Diego State University. She joined the other women coaches in their conviction of establishing a strong women's athletic department and program.

Armed with feelings of value, conviction and vision, the women staff persistently employed their second strategy of building a strong student constituency. These women accomplished this goal through the development of a "very active, strong majors program."¹⁴ This group of students fed directly into the Women's Recreation Association. The women's staff spoke especially highly of their students

and the support they received from them. "Sure we struggled with some of the limited resources when it came to staffing, but we had wonderful students."¹⁵

The women's staff was also often faced with the problems of resistance from the men's athletic staff. In describing one of their typical staff meetings, Ms. Cox described the feelings between the men and women as "very grating and causing tremendous hard feelings...."¹⁶ Leadership uses negotiation. Eve Lill summarized how the conflicts were resolved, "We may have taken a second or back seat to the men as far as when we got the gymnasium and I'm sure they had first preference. But even then, we shared and negotiated and made sure that equal treatment for women occurred."¹⁷ Thus, in spite of obstacles placed in their path, the women faced all of the new problems and complexities presented to them. Through either confrontation and/or negotiation, they were able to resolve the difficulties.

Dorothy Arnold's strategy of only hiring strong women resulted in a group of faculty who not only shared her vision for a strong women's athletic department and program but who also worked together for mutually held goals. Thus, together and often isolated from the rest of the college faculty and staff, they mobilized and focused their energies and resources to

create and move the organization to a future state. The leaders within this group emerged when their organization faced new problems and complexities not presented before. Thus, in spite of the many obstacles that they faced, they, too like Palomar's women faculty, found strength in creating their own personal environment. The end result of their efforts was the creation of an organization which would thrive and flourish into future decades at Grossmont College.

Southwestern College

Collegiate sport for women in the United States was and is an entity separate from sport in the larger social milieu. In this sense, the pattern differs distinctly from that of men whose activities were often inseparable.¹⁸

At Southwestern College, the collegiate pattern of establishing women's athletics was entirely separate from the philosophy of the college. In fact, despite the vision and desire of Carol Hauenstein, the first full-time woman physical educator hired at the institution in 1961, the college was unable, until 1970, to sustain a women's intercollegiate athletic department.

As early as 1962, Carol Hauenstein was making pioneer efforts to take her players to play days and sports days. Soon, Loretta Taylor was hired and both ladies began working toward establishing a women's

athletic department and intercollegiate teams. However, they ran into strong resistance from the administration of the college. Carol Hauenstein recalled her meetings with the president of the college over staffing, "I had nine or ten fights with the President and fought with the men every time, especially over football coaches."¹⁹ Loretta Taylor recalled similar frustrations, "... they (the administration) thought something was wrong with us because we weren't happy with the way things were going...."²⁰ Furthermore, she remembered the department chairman who said, "We don't need women in this department for anything except to teach dance."²¹

After many futile attempts of trying to gain support from the administration and the men's athletic faculty, Loretta Taylor decided to devote her attention to other areas of teaching and to the dance program. Carol Hauenstein, again being the only woman physical educator interested in providing competition for the women students, continued to attend some play days with her students. After struggling for eight years, Carol Hauenstein was finally able to get the college to hire Gloria Johnson as a full-time physical educator and coach. She coached for only one year because she soon became frustrated with the lack of a budget and conflicts with the men over practice times.

The result was that Carol Hauenstein was again relegated to being the only coach in the women's athletic department. By 1972, the department had hired Carolyn Brady to aid Carol Hauenstein in the women's coaching effort. But, by that time, the lady pioneer, as Carol Hauenstein recalled, "was burned out. For about a ten-year period, she struggled and she was not recognized for anything she was trying to do. She really got burned."²²

Thus, even though Carol Hauenstein had a vision for a strong women's athletic department, the other women faculty members were only involved in the women's athletic program for short periods of time. Without their help, she was unable to build a constituency and/or create the environment or program she wanted. She was willing to overcome the resistance but there was no one working with her for any long period of time. The women were not able to maintain a united effort. Just as many pioneers failed, leaders fail. Carol Hauenstein was unable to get the help she needed in order to accomplish the task of establishing a women's athletic program.

San Diego Mesa College

Bennis and Nanus have stated that "the leader's vision for the organization must be clear, attractive

and attainable."²³ At San Diego Mesa College, the growth of the women's athletic program vacillated depending upon the women physical education leaders who were present. Initially, when the program started, Eve Lill was the inspirational leader. For three years, she brought her enthusiasm and excitement to the program. She was soon joined by Sherri Peterson and Mary Jane Komisarcik. As Eve Lill recalled, "We had full-blown teams... like Palomar and Grossmont."²⁴ However, she became disenchanted with the lack of a budget for the women's program. For this and other reasons, in 1968, Eve Lill accepted a teaching and coaching position at Grossmont College.

Shortly thereafter, Mary Jane Komisarcik recalled the situation, "We had one play day in the whole time I was here or something. So it must have been early when I came (in 1967)... and I must not even have been involved in the tennis, yet...."²⁵ Therefore, at this time, the San Diego Mesa program went to the play day and sport day mode which had been popular at colleges and universities nationally from 1920 to 1960. The recreational philosophy that these institutions endorsed was "the greatest good for the greatest number" and "a girl for every sport; a sport for every girl."²⁶

Thus, although participating in play days, sports days and some team events, the intensity toward athletic participation declined among the women students until the 1970's when the women's staff members regained their focus and rekindled the interest among their constituents. The vision of the women's staff became united as they again entered teams into intercollegiate events.

MiraCosta College

Boutilier summarized the views of many women physical educators who taught during the second half of the twentieth century:

We believe that the early female physical educators accepted the basic principle that sports were indeed masculine and not for women.²⁷

Gale Prentiss, hired in 1966 as a full-time physical educator at Mira Costa College, expressed her views about playing and coaching during her youth and collegiate days, "In those days, you were at risk for coaching teams. Risking means if you played you were marked as a jock and not feminine.... I think alot of women did not play because it threatened their sexuality."²⁸ Thus, Gail Prentiss grew up feeling that sports were not for women.

Historians, in physical education, have found that "American women physical educators have (in fact) been

powerful antagonists of high level competitive sports for women."²⁹ Gail Prentiss seemed to reflect similar feelings when she said: "It was neither something most of them (women physical educators) wanted to do because they thought only the ones who weren't very good would coach."³⁰

Gail Prentiss explained further how she felt about coaching: "Coaching wasn't an interest of mine.... I never wanted to coach. I didn't think coaching brought out the best in me."³¹ As Gerber discovered, "The unremitting opposition of the women physical educators was certainly a factor which lead to the absence of most school and college females in A.A.U. meets."³² Thus, for various personal and philosophical reasons, Gail Prentiss, who was the only woman physical educator at the college through 1972, applied her efforts to teaching in physical education and working with the student government.

Therefore, since a women's athletic department was not developed at Mira Costa College until after 1972, none of the leadership parameters used in this research could be applied.

San Diego City College

The situation at San Diego City College could best be described as a one woman crusade. Betty Hock, hired

as the first full-time woman physical education instructor in 1966, remained as the only full-time woman in physical education and women's athletics at City College through 1972. Upon her arrival at the college, Betty Hock recalled that she did not have a strong vision of women's athletics. She attributed this not only to her own limited athletic background while in college but also to the cultural and environmental conditions that existed among the women students at San Diego City College. As she explained, "Our students come from low economic households and so many have to work, so it is difficult to participate in athletics."³³ In addition, the value of women participating in athletics was not appreciated by the students and their families at the time. She continued:

What I found was that if it was the men who wanted to compete, the families would help, but for the women, sport was not a positive thing to do. There wasn't a tremendous demand at the college for women's athletics and, at that time, women didn't know that they should be involved.³⁴

Even though Betty Hock arrived at the college without a strong vision of establishing women's athletics and was not pressured by the students for such a program, she found herself, within a brief time, engrossed in the vision of establishing a viable women's athletic program at City College. Vaill has

stated that "leadership is concerned with the transformation of doubts into the psychological grounds of cooperative common action."³⁵ In the beginning, Betty Hock encountered many personal doubts. Specifically, she wondered whether she could single-handedly overcome the lack of student interest, the lack of funds, the lack of facilities, the lack of help from the administration, the lack of support from the men's athletic department and the lack of a women's support staff.

Betty Hock formulated her strategy, and with persistence and focus, created a women's athletic department. Her strategy was four-fold: to persist in demanding a budget, to create student interest in athletic teams, to develop her constituency through the formulation and recognition of the Women's Recreation Association, and to establish an organizational power base through membership in the San Diego Women's Intercollegiate Athletic Board. Betty Hock managed to accomplish all of these goals in spite of the strong resistance from the men's athletic department and in spite of being alone. The support she received came from her contemporary coaches at the other community colleges. By 1970, Betty Hock, being the leader that she was, had managed to develop women's intercollegiate teams, to hire other part-time women coaches, to

develop the Women's Recreation Association and to achieve recognition by the administration for the women's athletic department. Betty Hock, although being alone, was able to overcome the many limitations presented to her and develop a women's athletic program which would serve many students in the years to come.

Conclusions

The following conclusions were the result of the research:

1. Four developmental periods developed in order to divide and to provide a taxonomy for presenting the research in each chapter. These periods were identified as the Informal Period, the Structural Period, the Formal Period and the Realization Period. Table 6, p.343 provides a summary of these periods at each college. All six colleges began with the Informal Period, the hiring of the first full-time woman physical educator at the institution. The Structural (or building) Period, defined as the hiring of a second full-time woman physical educator and/or the salaried pay of a full-time woman physical educator as the Women's Recreation Advisor, was only realized in five of the six community colleges studied. The Formal Period, characterized by membership in the

TABLE 6
THE DEVELOPMENTAL PERIODS
OF THE
SAN DIEGO COUNTY COMMUNITY COLLEGES

The Periods	Palomar	Grossmont	Southwestern	San Diego Mesa	Mira Costa	San Diego City
The Informal Period	Hiring of Donna Reiser 1955 - 1960	Hiring of Dorothy Arnold 1961 - 1965	Hiring of Carroll Hauenstein 1961 - 1965	Hiring of Lena Houston 1964 - 1965	Hiring of Gail Prentiss 1966 - 1972	Hiring of Betty Hock 1966 - 1968
The Structural Period	Hiring of Ethel Calderwood 1960 - 1965	Hiring of Ethel Calderwood 1965 - 1968	Hiring of Loretta Taylor 1965 - 1967	Hiring of S. Peterson & E. Lill 1965 - 1967		Paid as W.R.A. Advisor 1968 - 1970
The Realization Period	From play days to teams 1964 - 1972	From play days to teams 1967 - 1972	From play days to teams 1970 - 1972	From play days to teams 1970 - 1972		From play days to teams 1969 - 1972
The Formal Period	To SDWIB Conference 1967 - 1972	To SDWIB Conference 1967 - 1972	To SDWIB Conference 1967 - 1972	To SDWIB Conference 1967 - 1972		To SDWIB Conference 1967 - 1972

Note: The Realization Period and the Formal Period followed in sequence for Grossmont College and Palomar College. However, for reasons explained in the text, these two periods were reversed in the cases of Southwestern College, San Diego Mesa College and San Diego City College.

TABLE 7

ALLOCATION OF FUNDS

San Diego Women's Intercollegiate Athletic Board Conference, followed a similar pattern and was reached in all but one of the community colleges in this research. Finally, the Realization Period, which signified the development and establishment of women's intercollegiate athletic teams, was also present in five of the six colleges studied.

Palomar College and Grossmont College followed the same pattern beginning with the Informal Period, followed by the Structural Period, the Realization Period and the Formal Period. Each of these two colleges started their intercollegiate teams before the S.D.W.I.B. Conference existed. Palomar was the earliest of the two colleges to establish teams.

Three colleges, including Southwestern, San Diego Mesa and San Diego City, followed a different pattern during the development of their women's athletic programs. In their cases, the development began with the Informal Period followed by the Structural Period. However, in these colleges, the pattern differed from Palomar College and Grossmont College because the Formal Period preceded the Realization Period. In each case, the women at these colleges utilized the formation of the S.D.W.I.B. Conference to help provide the rationale to their respective college

administrations and men's athletic faculties for support in the establishment of a women's athletic program.

One college, Mira Costa, did not develop a women's athletic program during the period of time encompassed by this research. Thus, the Informal Period was the only developmental period achieved by this institution.

2. Table 7, page 344, shows a summary of the allocation of funds for the women's athletic programs at the colleges studied. As illustrated, the institutional commitment to the women's program was minimal at best and in most cases nonexistent. The programs were funded through the efforts of the individual women leaders and demonstrate their abilities to translate their intentions of establishing a women's athletic program into the reality of having to find outside funding.

3. Certain leadership qualities were also identified during the course of this research. The community colleges in this study which built and maintained strong women's athletic programs had strong women leaders. These leaders were risk-takers. As Eve Lill stated:

We were committed. We had a strong belief in what we were doing and we were willing to stick our necks out to achieve higher levels of success for

the program or department or ourselves individually.³⁶

A leadership framework was used utilizing Bennis' five characteristics of leadership. They were vision, communication, persistence and focus, empowerment and rearrangement of key personnel.³⁷ Tables 8 - 11, p. 348 to 351, identify those women that were delineated as leaders because of their demonstrations of these five competencies of leadership.

These women leaders often began with a vision of building a strong women's athletic department. With persistence and focus, they created their own islands or isolated groups which enabled them to gather constituencies and strength within a protective environment. They utilized their own individual enthusiasm and excitement to build an interest in their student constituencies and helped to motivate them toward the desired tasks. They employed the strategy of adding and/or rearranging key personnel through the hiring and staffing process.

The women from the most successful programs, at Grossmont and Palomar Colleges, exhibited all five of the leadership characteristics suggested by Bennis.³⁸

Through their leadership abilities, the women identified, in Tables 8 - 10, were able to accomplish

LEADERSHIP COMPETENCIES* - PALOMAR COLLEGE

348

TABLE 8

LEADERSHIP COMPETENCIES OF THE WOMEN'S ATHLETIC STAFF
AT PALOMAR COLLEGE FROM 1955 - 1972

Name	Vision	Communication	Focus	Empowerment	Rearrangement of Personnel
Donna Reiser	Founder of P.C. program	Founded & coached 4 interc. teams	Held play days, sports days in 1956	Created athletic program	Hiring of Ethel Calderwood
	Athletics w/intercoll. teams	Asilomar conference w/students	W.R.A. founded in 1955	Joined SDWIB & SCCCAC	Hiring of Mildred Ayers
		W.A.A. recognized state-wide	Combined W.R.A. with A.W.S.	Designed facilities & locker room	Hiring of Viola Jeffery
Mildred Ayers	Athletics w/intercoll. teams	Founded archery team/ coached 3 teams	Founded archery conference	Created archery team	Hiring of Viola Jeffery
		Won local, state & nat'l. archery titles	Combined W.R.A. with A.W.S.	Created archery conference	
		W.A.A. recognized state-wide	Traveled in & out of state with teams	Joined SDWIB & SCCCAC	
Viola Jeffery	Athletics w/intercoll. teams	Coached 4 teams	Co-founder of S.D.W.I.B.	Created SDWIB	Women's Athletic Director (post 1972)
		W.A.A. recognized state-wide	Combined W.R.A. with A.W.S.	President of SDWIB	
				Co-author of SDWIB Constitution	

*Warren Bennis, "Transformative Power and Leadership,"
in Leadership and Organizational Culture eds., Thomas
J. Sergiovanni and John E. Corbally (Chicago: University
of Illinois Press, 1984) 66.

LEADERSHIP COMPETENCIES* - GROSSMONT COLLEGE
TABLE 9

349

LEADERSHIP COMPETENCIES OF THE WOMEN'S ATHLETIC STAFF
AT GROSSMONT COLLEGE FROM 1961 - 1972

Name	Vision	Communication	Focus	Empowerment	Rearrangement of Personnel
Dorothy Arnold	Founder of G.C. Athl. program	Founded first intercoll. team at G.C.	Founded the P.E. majors program	Created athletic program	Hiring of Gay Cox & E. Calderwood
	Hired only strong-minded staff	Held first tennis trnmt. in 1967 for 9 colleges	Founded the W.R.A.	President of SDWIB	Hiring of Eve Lill
		Coached 4 teams	All-star C.C. Bask. Coach-1970	Created first interc. team at G.C.	Hiring of Jean Sprunt
Gay Cox	Only hired strong-minded staff	Coached 2 teams	Held first play days & sports days	Treasurer of SDWIB	Hiring of E. Calderwood
		Held bake sales & car washes to raise funds	Developed the W.R.A.		Hiring of Eve Lill
			Developed P.E. majors program		Hiring of Jean Sprunt
Ethel Calderwood	Athletics w/intercoll. teams	Coached 5 teams	Combined W.R.A. with A.W.S.	Member of SDWIB	Hiring of Eve Lill
		Held bake sales & car washes to raise funds	Developed the W.R.A.	Joined SCCCAC	Hiring of Jean Sprunt
		Held Second Annual Gymnastics Meet for Colleges & H.Schools	Developed P.E. majors program		Women's Athletic Director
Name	Vision	Communication	Focus	Empowerment	Rearrangement of Personnel
Eve Lill	Athletics w/intercoll. teams	Coached 2 teams	Developed the W.R.A.	First C.C. President of SDWIB	Hiring of Jean Sprunt
		Held bake sales & car washes to raise funds	Developed P.E. majors program	Joined SCCCAC	
		Used negotiation with peers	Combined W.R.A. with A.W.S.		
Jean Sprunt	Athletics w/intercoll. teams	Coached volleyball team	Developed the W.R.A.	Co-founder of SDWIB	
		Held bake sales & car washes to raise funds	Developed P.E. majors program	Co-author of SDWIB Constitution	

*Warren Bennis, "Transformative Power and Leadership," in Leadership and Organizational Culture eds., Thomas J. Sergiovanni and John E. Corbally (Chicago: University of Illinois Press, 1984) 66.

LEADERSHIP COMPETENCIES**- SAN DIEGO MESA COLLEGE

TABLE 10

LEADERSHIP COMPETENCIES OF THE WOMEN'S ATHLETIC STAFF
AT SAN DIEGO MESA COLLEGE FROM 1964 - 1972

350

Name	Vision	Communication	Focus	Empowerment	Rearrangement of Personnel
Eve Lill*	Athletics w/intercoll. teams	W.R.A. Advisor	Developed the W.R.A.	Introduced athletic teams	Hiring of Mary Jane Komisarcik
		Gave tchr. trng. clinics county-wide	Entered in play days & sports days	W.R.A. recognized in Constit.	Hiring of Sherl Peterson
		Coached 5 teams		Converted from play days to teams	

*For Eve Lill's other accomplishments, see the
Grossmont College Chart 9, p. 350.

**Warren Bennis, "Transformative Power and Leadership,"
in Leadership and Organizational Culture eds., Thomas
J. Sergiovanni and John E. Corbally (Chicago: University
of Illinois Press, 1984) 66.

LEADERSHIP COMPETENCIES* - SAN DIEGO CITY COLLEGE

TABLE 11

351

LEADERSHIP COMPETENCIES OF THE WOMEN'S ATHLETIC STAFF
AT SAN DIEGO CITY COLLEGE FROM 1966 - 1972

Name	Vision	Communication	Focus	Empowerment	Rearrangement of Personnel
	Athletics w/intercoll. teams	Established 4 intercoll. teams	Founded the W.R.A.	Created athletic program	Hiring of Part-time athl. staff
Betty Hock	Founder of S.D.C.C. program	Gave tchr. trng. clinics county-wide	Recognized by admin. as Coord. - women's events	Created W.R.A.	Women's athletic director
		Teams traveled in & out of county	Budget established	Joined SDWIB & SCCCIAC	

*Warren Bennis, "Transformative Power and Leadership,"
in Leadership and Organizational Culture eds., Thomas
J. Sergiovanni and John E. Corbally (Chicago: University
of Illinois Press, 1984) 66.

the four leadership tasks identified by Bennis and Nanus. They were able:

1. To translate intention into reality and sustain it;
2. To concern themselves with the organization's basic purposes, direction and value system;
3. To induce clarity regarding their organization's vision;
4. To arouse a sense of excitement about the significance of the organization's contribution to society.³⁹

4. The women leaders identified in this study were able to accomplish the above leadership tasks despite social and cultural restraints that they experienced in their own backgrounds and in spite of resistance and denial from peers and administrative officials within their own institutions. The success and strength of these leaders created women's athletic programs that became islands unto themselves and would continue to thrive for decades within their institutions.

5. The women who demonstrated these leadership characteristics and established women's athletic programs at each college were:

A. Palomar College:

Mildred Ayers
Viola Jeffery
Donna Reiser

B. Grossmont College:

Dorothy Arnold
Ethel Calderwood
Gay Cox
Eve Lill

Jean Sprunt

C. San Diego Mesa College:

Eve Lill

D. San Diego City College:

Betty Hock

6. The sports programs at each college began with the play day and sports days in various sports. As these forms of play were utilized, the women leaders, then, converted this form of sport into organized teams. A table is provided in five of the six chapters, within the body of this dissertation, showing the sport, the year and the coach of each college that developed women's athletic teams. The summary for each college is as follows:

A. Palomar College: Started seven sports which included archery, badminton, basketball, field hockey, softball, tennis and volleyball. High levels of excellence were mentioned by the women leaders in archery, basketball, field hockey, softball and tennis.⁴⁰

B. Grossmont College: Started seven sports which included badminton, basketball, field hockey, gymnastics, tennis, track and field and volleyball. High levels of excellence were mentioned by the women leaders in badminton, basketball, field hockey, gymnastics, tennis and volleyball.⁴¹

C. Southwestern College: Started five sports which included badminton, basketball, gymnastics, tennis and volleyball. High levels of excellence were not achieved within the period of research of this dissertation.⁴²

D. San Diego Mesa College: Started seven sports which included badminton, basketball, field hockey, gymnastics, tennis, track and field and volleyball. High levels of excellence were mentioned by the

women leaders in basketball, volleyball and tennis.⁴³

E. San Diego City College: Started four sports which included badminton, gymnastics, tennis and track and field. High levels of excellence were not achieved within the period of research of this dissertation.⁴⁴

7. Significant contributions to women at each community college resulted because of the efforts of the women leaders and the establishment of their athletic programs. They include the following:

1. Women's athletics gave the women students an opportunity to compete in their chosen area of athletic interest.
2. Women's athletics and the W.R.A. organizations formed provided the women students with an opportunity to develop and experience leadership skills;
3. Women's athletics gave the women staff members a chance to create and develop their own programs and departments;
4. Women's athletics gave the women staff members exposure to the local community, the regional community, the state community, and, in some cases, the national community.

Summary of Research

Historical research revealed four developmental periods that occurred during the establishment of the women's athletic programs at the six community colleges. The periods were identified as the Informal Period, the Structural Period, the Formal Period and the Realization Period. Although five of the six colleges exhibited all four of these periods, the order of occurrence of the developmental periods varied at each institution. One of the college programs studied experienced only one of the developmental periods due to the fact that no athletic teams were established.

The research showed that women's athletic programs were established and developed where there were strong women leaders present. These women leaders also exhibited Bennis' five leadership qualities which include vision, communication, persistence and focus, empowerment and rearrangement of key personnel. Despite experiencing many cultural and social restraints in their own personal backgrounds toward participation in athletics and in spite of the resistance they encountered from their own administration and men's athletic faculties, the woman leaders in this study were able to persevere and create

women's athletic programs where none previously had existed.

The data also showed that in colleges, such as Palomar and Grossmont where the strongest programs existed, the women leaders used similar strategies in achieving their goals; i.e., the recommendation of hiring strong women. Another common strategy utilized was the establishment and development of an organizational base through the Women's Recreation Association within the campus and the San Diego Women's Intercollegiate Board outside the campus. At the same time, one of the consistent assets, that these women leaders felt they had, was their students. In addition, the women leaders at these two colleges consistently mentioned the value that they themselves held for women's athletics.

The following conclusions can be made from the research:

1. Today's model for women's athletics in the San Diego County Community Colleges is significantly different from the model in the present.
2. Certain characteristics can be utilized to identify past and present leadership.
3. There were women leaders in the past that did exist that have previously not been identified.

4. The leadership of these women molded the programs.

5. The women leaders explained that the value and love they held for women's athletics were the most significant factors to them in establishing the programs.

6. The majority of cases in this research illustrate that the women's athletic leaders involved in the six community colleges overcame similar deficiencies at their respective institutions: i.e., the lack of budgets or fiscal support, the lack of support from administrations and men's athletic faculties, the lack of equipment and the lack of facilities.

7. Where leaders and leadership exist, success can be achieved despite external resistance and social and cultural restraints.

In conclusion, the research indicated that the period of time in history from 1955 to 1972 was a time of change and transition for the six community college women's athletic programs in San Diego County. The women within these colleges faced, for many reasons, different obstacles in the establishment of their athletic programs. Although the lack of resources was a major problem to the programs, through the leadership abilities of some of the women, the major problems and

different obstacles were overcome. As Ley and Jernigan have said:

The quality of leadership will determine the product.⁴⁵

Based upon the findings from this research, the historical record suggests that certain factors be considered in creating a model for women's athletics in future educational organizations. They are:

1. Careful and specific selection of women coaches should be made during the hiring process.
2. Those women hired as coaches need to have the following characteristics: individuals who are: builders, movers and shakers, risk-takers, strong-minded, value-oriented, and love people.
3. The women leaders present in the athletic department must utilize Bennis' five leadership characteristics to guide them in their efforts: vision, communication, focus, empowerment, and rearrangement of personnel.
4. Staff members within the athletic organization should have the same shared vision as to what direction the organization must take.
5. The leaders within the athletic department must establish an organizational base which includes a wide range of support both inside and outside their organization. The influence and

support outside their specific institutions must encompass local, county, state and national levels of other organizations with which they interact. Within their institution, they must gain support from students and faculty outside their department.

6. The women in the department must communicate with each level of their constituents that they come in contact with both inside and outside of the organization.

7. Environments must be created that encourage the development of the shared vision whether or not the environments previously existed.

8. The women leaders within the athletic organization must be strong and sensitive enough to realize that as the organization matures key personnel will need to be rearranged for the sake of the organization as well as themselves.

9. Part of the key to the successful establishment of the various programs within the athletic department is the building of resources that provide the consistent and adequate sources of funds.

Recommendations

The following recommendations for further study are made:

1. Future historical research concerning the continued development of women's athletics at each of the community colleges should be conducted beginning with 1972 to the present to incorporate possible changes in leadership and organizational models as a result of Title IX.
2. A comparative analysis of the leadership abilities of the women leaders at each college should be conducted to determine commonalities and differences between leaders of the past and leaders of the present.
3. An analysis of the resources available to the women in the areas of budget, equipment, supplies, administrative/faculty support since 1972 should be conducted to determine if support for the women's athletic structure has occurred.
4. An in-depth study of the similarities and differences in the background of today's women leaders at the six San Diego County Community Colleges to ascertain if these leaders have been influenced by social and cultural restraints and the implementation of Title IX.

5. A study of the hiring practices involving women's coaching positions at the six community colleges in this study is indicated since it had a major affect upon the women's athletic programs of the past.

6. A comparative analysis should be conducted to determine if any effect upon womens athletics at the six community colleges in this study has occurred due to the change in the national governing body from the A.I.A.W. to the N.C.A.A.

NOTES

¹ Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison- Wesley Publishing Company, 1974), 6.

²Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

³Ellen Gerber and others, eds., The American Woman in Sport (Reading, Mass.: Addison Wesley Publishing Company, 1974), 48.

⁴Warren Bennis and Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 217.

⁵Mildred Ayers and Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

⁶Donna Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

⁷---. Personal interview. 25 July 1988.

⁸Warren Bennis and Burt Nanus. Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers, 1985), 28.

⁹Bennis and Nanus, 1985, 217.

¹⁰Ibid., 17.

¹¹Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹²Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

¹³Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁴Dorothy Arnold and Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont College, El Cajon, California.

¹⁵Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁶Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁷Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

¹⁸Ellen Gerber and others, eds., 1974, 48.

¹⁹Carol Hauenstein, telephone interview by author, 12 October 1988, to subject's home, New Mexico.

²⁰Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California.

²¹---. Personal interview. 29 September 1988.

²²Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California.

²³Bennis and Nanus, 1985, 154.

²⁴Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

²⁵Mary Jane Komisarcik, interview by author, 22 September 1988, tape recording, San Diego Mesa College, San Diego, California.

²⁶Lucille Magnusson, "The Development of Programs," in Women's Athletics: Coping with Controversy, ed. Barbara Hoepner (Washington, D.C.: The American Association for Health, Physical Education, and Recreation Publications, 1974), 55.

²⁷Mary A. Boutilier and Lucinda San Giovanni, The Sporting Women (Champaign, Il.: Human Kinetics Publishers, Inc., 1983), 179.

²⁸Gail Prentiss, interview by author, 21 July 1988, tape recording, Mira Costa College, Vista, California.

²⁹June A. Kennard, "The History of Physical Education," Signs 2 (Summer 1977): 838.

³⁰Gail Prentiss, interview by author, 21 July 1988, tape recording, Mira Costa College, Vista, California.

³¹---. Personal interview. 21 July 1988.

³²Ellen Gerber and others, eds., 1974, 38.

³³Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego, California.

³⁴---. Personal interview. 20 July 1988.

³⁵Peter B. Vaill, "The Purposing of High-performing Systems," in Leadership and Organizational Culture, eds. Thomas J. Sergiovanni and John E. Corbally (Urbana: University of Illinois Press, 1984), 89.

³⁶Eve Lill, interview by author, 9 August 1988, Grossmont College, El Cajon, California.

³⁷Warren Bennis, "Transformative Power and Leadership," in Leadership and Organizational Culture eds., Thomas J. Sergiovanni and John E. Corbally (Chicago: University of Illinois Press, 1984), 66.

³⁸Ibid.

³⁹Warren Bennis and Burt Nanus. Leaders: The Strategies for Taking Charge (New York: Harper and Row, Publishers. 1985). 226.

⁴⁰Donna Reiser, Mildred Ayers and Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

⁴¹Dorothy Arnold and Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont College, El Cajon, California. See also: Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont College, El Cajon, California. See also: Jean Sprunt, interview by author, 2 September 1988, tape recording, author's home, Rancho Bernardo, California.

⁴²Loretta Taylor and Gloria Johnson, interview by author, 29 September 1988, tape recording, Southwestern College, Chula Vista, California. See also: Carol Hauenstein, interview by author, 12 October 1988, telephonic interview, to subject's home, New Mexico.

⁴³Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont College, El Cajon, California. See also: Mary Jane Komisarcik, interview by author, 22 September 1988, tape recording, San Diego Mesa College, San Diego, California.

⁴⁴Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego, California.

⁴⁵Sara Staff Jernigan and Katherine Ley, "Roots and the Tree," Journal for Health, Physical Education, and Recreation 33 (September 1962): 36.

APPENDIX 1

12123 Caminito Corriente
San Diego, Ca. 92128
July 11, 1988

Dear ,

I am writing to ask your assistance regarding research that I am conducting to complete my dissertation at the University of San Diego. The title of my dissertation is: "A history of women's intercollegiate athletics in San Diego County Community Colleges from 1914 to 1972."

This dissertation includes interviews with individuals who were involved in establishing and continuing women's athletic programs at Grossmont College, Mira Costa College, Palomar College, San Diego City College, San Diego Mesa College and Southwestern College from the beginning of the women's athletic programs to 1972, the advent to Title IX. Since no historical records have been kept and maintained on this topic, the information which you can provide is of vital importance to the completion of this research.

I am also collecting memorabilia (memos, letters, records) about women's athletics at the six community colleges for the time frame given above. The utmost care will be taken with these documents.

I will be calling you to make an appointment for the interview. In addition, I have enclosed a blank tape for your usage. Between now and the time of the interview, this tape can be used to record any events, incidents, or information that may occur to you concerning the above topic. At the conclusion of this study, I would be pleased to provide you with the results of the dissertation.

I am relying heavily on your willingness to participate. Every effort will be made to meet you at a time and place of your convenience. Please check the attached postcard so that I know if you have received this letter and the tape and drop the postcard in the mail.

If you have any questions, please call me at (619) 485-8241. If I am not home, leave a brief message on my phone-machine along with a phone number where I can reach you and I will return your call immediately.

Thank you so much for your time and attention to this matter. I am looking forward to meeting you.

Sincerely yours,

Nan E. Haugen
Associate Professor
Palomar College

APPENDIX 2

MAPPING GUIDE

The following topics were used as key markers to guide general interview topics or areas:

- I. YOUR BACKGROUND:
 - A. BEFORE COLLEGE:
 - B. AFTER BACHELOR'S DEGREE:
- 11. TEACHING EXPERIENCE:
 - A. HIGH SCHOOL LEVEL:
 - B. COLLEGE/UNIVERSITY LEVEL:
- III. OUTSIDE OF CALIFORNIA:
- IV. INSIDE OF CALIFORNIA:
- V. WHEN DID YOU BEGIN TEACHING AT COMMUNITY COLLEGES:
- VI. PROGRAMS WHEN YOU STARTED:
- VII. FACILITIES AVAILABLE:
- VIII. EQUIPMENT AVAILABLE:
- IX. BUDGET AVAILABLE:
- X. TEAMS IN EXISTENCE:
- XI. W.R.A.:
- XII. CONFERENCES OR LEAGUES:
 - A. IN SAN DIEGO:
 - B. IN SOUTHERN CALIFORNIA:
 - C. IN CALIFORNIA:
 - D. OUTSIDE OF CALIFORNIA:
- XIII. ADMINISTRATIVE ASSISTANCE:
- XIV. ASSISTANCE FROM MEN'S ATHLETIC STAFF:
- XV. OTHER ASSISTANCE FROM:
 - A. GOVERNING BOARD:
 - B. PARENTS:
 - C. STUDENTS:
 - D. WOMEN COACHES IN OTHER LEAGUES:

XVI. PLAY DAYS:

XVII. SPORTS DAYS:

XVIII. INTERCOLLEGIATE TEAMS:

TEAMS:

YEAR:

STATEMENT:

(Listed and recorded according to each year:)

XVIX. OTHER COMMENTS FROM YOU:

APPENDIX 3

INTERVIEW QUESTIONS

1. Do you remember when women's athletics first started at your institution?
2. Who were the individuals that you feel began the first program?
3. What type of organization (leagues) did you have?
4. Once women's athletics started, did it continue?
5. Did you receive support from any persons and/or groups?
 - a. other individuals
 - b. administrators
 - c. men's athletic personnel
 - d. students
 - e. parents
 - f. governing board members
 - g. women's staff (physical education or other)
 - h. coaches from other colleges (two year or four year)
 - i. other
6. Did you receive resistance from any of the above?
7. How were your programs budgeted?
8. Were you reimbursed for your time and/or coaching and teaching of extramurals or athletics?
9. What was your athletic background?
10. Where did you first experience sport and/or athletics in your life? Where did you receive your Master's Degree? Were athletics part of your undergraduate or post-graduate experiences?
11. What teams, at your institution, have succeeded and were there any individuals and/or teams that you consider outstanding?
12. How do you feel about leadership and where did it or does it play a part today? Who do you consider are the leaders of the early days and who are the leaders

that you feel developed and established the women's athletic programs at your college?

13. Did you travel out of state with your teams?

14. Did you ever develop a Women's Recreation Association (W.R.A.) or student group?

15. What other comments would you like to make concerning this topic? Please feel free to answer as we have as much time as you wish.

APPENDIX 4

3. Individual and Team Performance

- (1) Palomar College has attended every United States Intercollegiate Archery Championships since it began in 1967. For a small Community Junior College, I believe our record speaks well. Our teams, men, women, and mixed have placed as follows in the U.S. Intercollegiate Championship since 1967 to 1979.

We took:

1st place championship - Mixed team in 1972

2nd place (15) (can't quite make it to first) Ha!

3rd place (5)

4th place (4)

5th place (5)

6th place (2)

7th place (2)

Individuals in U.S. Competition

Men and Women

2nd place (2)

3rd place (5)

4th place (4)

5th place (5)

6th place (3)

7th place (4)

8th place (1)

9th place (3)

10th place (5)

11th place (2)

- (2) Tournaments in California and the Southwest are very large tournaments, and always have a hundred or more competitors.

These top tournaments are:

Southern Community College Intercollegiate Archery Championships (SCCIAC)

Southern Calif. Archery Championships

California State Outdoor Championships

California State Indoor Championships

Southwest Regional Championships

Palomar's records in these tournaments are as follows:

Teams

1st place championship (35)

2nd place (31)

3rd place (17)

4th place (8)

5th place (5)

Individuals

1st place championship (14)

2nd place (12)

3rd place (12)

4th place (9)

5th place (13)

6th place (11)

7th place (8)

8th place (9)

9th place (3)

10th place (2)

APPENDIX 5

W.R.A. SPORTSDAY ROTATION

	66 - 67		67 - 68		68 - 69		69 - 70	
	F	S	F	S	F	S	F	S
BASKETBALL		SDMC		P		[?] SW or SDS		SDS
VOLLEYBALL	CD		SDMC		ok P 4:00 Nov 20		SW	
TENNIS		GC		CD P		ok SDMC		P
BADMINTON	CW		GC		Dec 11 MESA CD		SDMC	
GYMNASTICS		SDS		SDMC		ok GC		CD
TRACK & FIELD		SW		SDS		[?] CW		GC
GOLF	P	P		SW →		ok SDS will		CW
FIELD HOCKEY BYE				CW		Dec 2, 5, 8, 11 QR. MESA		

APPENDIX 6

CONSTITUTION
of the
SAN DIEGO
WOMEN'S INTERCOLLEGIATE
BOARD

CONSTITUTION
OF THE
SAN DIEGO WOMEN'S INTERCOLLEGIATE BOARD

ARTICLE I NAME

The name of this organization shall be the San Diego Women's Intercollegiate Board.

ARTICLE II PURPOSE

The purpose of this Board shall be:

- Section 1: To promote, provide and coordinate women's intercollegiate athletic competition.
- Section 2: To establish, maintain and enforce desirable standards for intercollegiate competition through:
- A. The formulation of policy statements governing intercollegiate athletic events.
 - B. The establishment of an ethics committee through which standards involving participants and coaches may be regulated.
 - C. The sanctioning of the San Diego Women's Intercollegiate Sportsday Tournaments and Meets.
- Section 3: To provide opportunities for leadership experiences.
- Section 4: To provide opportunities for experiencing the joy of competition and the challenge of a common purpose.
- Section 5: To provide opportunities for furthering acquaintances and understandings among advisors and students of the San Diego Area Colleges and Universities.

ARTICLE III MEMBERSHIP

The membership of the San Diego Women's Intercollegiate Board shall include:

- Section 1: As a regular member any college or university within the geographical boundaries of San Diego County.
- Section 2: As an associate member any college or university outside the geographical boundaries of San Diego County.

A-68-1219-10

ARTICLE IV SAN DIEGO WOMEN'S INTERCOLLEGIATE BOARD

The San Diego Women's Intercollegiate Board shall consist of:

Section 1: Faculty advisors from regular member colleges and universities.

Section 2: Faculty advisors from associate member colleges and universities.

ARTICLE V OFFICERS

Section 1: The officers of this board shall be President and President-elect whose terms of office shall be one year, and a permanent treasurer.

A. The President shall:

1. Notify the members of all regular and special meetings of the San Diego Women's Intercollegiate Board.
2. Call and preside at all meetings of the San Diego Women's Intercollegiate Board.
3. Serve as an ex officio member of all committees.
4. Appoint the members of the Sports Standards and Practices and Ethics Committees.
5. Appoint special committees as deemed necessary.
6. Maintain a file of all proceedings and business of the San Diego Women's Intercollegiate Board.
7. Submit the file of proceedings to the incoming President before the close of the school year.

B. The President-elect shall:

1. Perform all duties as designated by the President.
2. Preside in the absence of the President.
3. Serve as an ex officio member of the Ethics Committee.
4. Assume the duties of incoming President during the final portion of the Spring Evaluation Meeting.

C. The Treasurer shall:

1. Prepare and distribute a current mailing list of the members.
2. Keep an accurate financial record of the San Diego Women's Intercollegiate Board:
 - a. Collect dues.
 - b. Establish an account with the Associate Student Body of the member college as designated by a simple majority of the San Diego Women's Intercollegiate Board.
 - c. Disburse funds.
3. Prepare and file a written report of the proceedings with the President before the close of the school year.

Section 2: The offices of President and President-elect shall be rotated annually among the regular member colleges and universities according to alphabetical order. Under unusual circumstances, the Board may grant acceptance by a simple majority. The list of members is included in Appendix I of this constitution.

3.

Section 3: The office of permanent treasurer may be changed by a simple majority of the San Diego Women's Intercollegiate Board.

Section 4: The change of officers shall occur at the Spring Evaluation Meeting.

Section 5: The President-elect shall become President if the current President is unable to complete the term of office.

ARTICLE VI MEETINGS

Section 1: The San Diego Women's Intercollegiate Board shall meet in September, February, and June, and as deemed necessary.

BY-LAWS

ARTICLE I MEETINGS

Section 1: Provision shall be made during the fall for a general meeting of the San Diego Women's Intercollegiate Board. Confirmation of the fall sportsday tournaments and meets and scheduling of games, matches, and meets will be made.

Section 2: The Winter Meeting shall be devoted to scheduling of meets, matches, games and the Spring Sportsday Tournaments and Meets.

Section 3: At the Spring Meeting an evaluation of the year's activities shall be made. The incoming President shall assume her duties and shall announce appointees to committees and a tentative schedule of fall sportsday activities shall be formulated.

ARTICLE II DUES

Section 1: Annual dues shall be five (\$5.00) for regular and associate member colleges and universities.

Section 2: Dues shall be paid to the Treasurer by the fall meeting date or prior to the first sportsday competition entered.

ARTICLE III MEMBERSHIP

Section 1: Any intercollegiate sports advisor from a regular member school may hold office, be a committee member and participate in all functions of the San Diego Women's Intercollegiate Board.

Section 2: Each regular member school is entitled to one vote.

4.

Section 3: An intercollegiate sports advisor from an associate member school is not eligible to hold office or serve on a committee. An associate member may participate in all functions of the San Diego Women's Intercollegiate Board.

Section 4: Each associate member school is entitled to one vote.

ARTICLE IV COMMITTEES

Section 1: Constitution: If it is deemed necessary, the incoming President shall appoint three (3) regular San Diego Women's Intercollegiate Board members to serve on this committee for a one year term.

The Committee shall:

- A. Elect a chairman.
- B. Prepare proposed amendments to the Constitution and/or By-Laws in writing and distribute these to the San Diego Women's Intercollegiate Board membership one month before they are to be voted upon at a Board meeting.
- C. Prepare and count ballots.
- D. Prepare and file a written report of this committee's proceedings with the President and incoming committee chairman before the close of the school year.

Section 2: Sports Standards and Practices: A committee of four regular members shall be appointed by the incoming President for a one year term. Members of this committee shall include advisors from four different member schools.

This Committee shall:

- A. Elect a chairman.
- B. This Committee is charged with the responsibility of formulating and revising desirable standards and practices pertaining to the sports sanctioned by the San Diego Women's Intercollegiate Board.
- C. The Committee shall prepare and file a written report of the Committee proceedings with the President before the close of the school year.
- D. Current standards and practices shall be included in Appendix II of this Constitution.
- E. It is the responsibility of the Committee Chairman to notify the membership of the San Diego Women's Intercollegiate Board in writing of all changes in Sports Standards and Practices.

Section 3: Ethics: A committee of four regular members shall be appointed by the incoming President for a one year term. Members of this committee shall include advisors from four different member schools.

5.

- A. This Committee shall:
 - 1. Elect a chairman.
 - 2. Establish and revise desirable standards for coaches and advisors to be reviewed annually by the members of the San Diego Women's Intercollegiate Board. These standards and practices shall be included in Appendix III of this constitution.
 - 3. Receive and review charges of violation of the established desirable standards and practices.
- B. Appeals to the Ethics Committee shall be in writing.
- C. The written appeal shall be directed to the President of the San Diego Women's Intercollegiate Board who shall immediately refer the appeal to the Chairman of the Ethics Committee.
- D. It shall be up to this Committee's discretion to determine the procedure to follow in dispensing with the appeal.
- E. The concerned parties involved in any appeal shall be informed of the action taken by this Committee.

ARTICLE V AMENDMENTS

These By-Laws may be amended by a two-thirds vote of the members of the San Diego Women's Intercollegiate Board at any general or special meeting or by mail, provided that the proposed amendment shall have been presented in writing to each member of the San Diego Women's Intercollegiate Board at least one month preceding the meeting at which the amendment is to be voted upon.

ARTICLE VI RULES OF ORDER

All questions of order shall be decided by Robert's Rules of Order.

APPENDIX I

SAN DIEGO WOMEN'S INTERCOLLEGIATE BOARD MEMBERSHIP LIST
1967-1968

California Western University	Regular Member
College of the Desert	Associate Member
Grossmont College	Regular Member
Mira Costa College	Non-Member
Palomar College	Regular Member
San Diego City College	Non-Member
San Diego Mesa College	Regular Member
San Diego State College	Regular Member
Southwestern College	Non-Member
University of California at San Diego	Non-Member
University of San Diego	Non-Member

APPENDIX II

SPORTS STANDARDS AND PRACTICES

I. PLAYERS

A. Eligibility

1. Must be ~~enrolled in~~ ^{enrolled during} a minimum of nine units at the college or university which the player represents.
2. Must have a 2.00 grade point for the previous college semester and maintain a 2.00 over-all college GPA.
3. May participate for a maximum of three seasons; a season being interpreted as the period from the first day of the sport through the last day of the sport of one school year.
4. Must be enrolled in a specific class or be a member of, and practice regularly with, the team which is designed for intercollegiate competition. If a team consists of one or two members, conditioning and practice will be scheduled at the coach's discretion.
5. Must be a bona fide amateur. In this reference the word "amateur" means that at no time has pay been received by the player for participating in the same sport in which she is competing in college.
6. May compete for only one institution per semester.
7. Each school year, prior to participation, a written statement from a licensed physician must be on file indicating that the player's physical condition does not limit full participation in competition.
8. Verification of the eligibility of players shall be submitted in writing on the entry form prior to the sportsday or tournament competition.

B. Uniform

Players should be neatly attired in a team uniform and in shoes appropriate to the activity.

C. Conduct

1. Players shall demonstrate high standards of sportsmanship and conduct.
2. Players shall refrain from the use of profanity.
3. Players shall refrain from smoking while representing their school during all aspects of intercollegiate competition.

II. COACHES

A. Qualifications

1. Shall be qualified women when possible.
2. Must be a member of the regular teaching staff of the college or university.

B. Conduct

1. Shall provide high standards of leadership and control in sportsmanship and conduct.
2. Shall refrain from smoking during intercollegiate participation and competition.
3. Shall be appropriately attired for the occasion.
4. A faculty representative from each college or university must supervise the team during all competition. Exceptions must be approved by the host school prior to the time of competition.

III. EQUIPMENT AND FACILITIES

A. Specifications

1. Equipment and facilities should meet the specifications as stated in the DGWS Guide for each sport.
2. Exceptions to DGWS specifications must be approved by the majority of participating teams well in advance of the date of competition.

IV. OFFICIAL RULES

DGWS Rules shall be adhered to unless exceptions are approved by the majority of participating schools well in advance of the date of competition.

V. OFFICIALS

A. Obtaining officials

1. Qualified officials should be obtained in all sports in which officiating is necessary.
2. Standard fees shall be paid in accordance with the recommendations of the San Diego County Board of Women Officials.

9.

3. The method of payment of officials shall be determined by mutual consent of the participating schools.

VI. ETHICS REFERRAL

All grievances and questions should be submitted in writing to the President who will refer them to the Chairman of Ethics Committee.

VII. MISCELLANEOUS

- A. Individual colleges and universities may require more rigid eligibility requirements than those set forth in this document, if they so desire.
- B. Host school should provide first aid supplies and be prepared to obtain emergency medical service.
- C. Requests for exceptions to the Standards and Practices should be forwarded in writing to the President for consideration by the Standards Committee.
- D. The Board recommends that these standards be followed for dual and tri-meets.

APPENDIX III

SDWIB TOURNAMENT CHECK LIST
Preparation

I Facilities and Equipment

- A. Facility reservation.
- B. Adequate equipment.
- C. Reserved parking.
- D. Parking permits.
- E. First aid procedure and supplies.
- F. An emergency phone number of physician and ambulance.
- G. Maintenance (set-up & clean-up).
- H. Lockers, towels, shower facilities.

II Entries

- A. Two copies of SDWIB entry form with standards for players and certification of players eligibility mailed three weeks prior to event.
- B. Include map and parking permit.
- C. Include entry fee amount and deadline for return of entry and fees (one week before event).
- D. Include description of any equipment and/or facilities not in accordance with current DGWS guide. Request approval or disapproval.

III Officials

- A. Request officials from San Diego County Board of Women Officials, chairman elect, three weeks prior to event.
- B. Determine expense for officials (paid by entry fees).
- C. Meeting of tournament personnel prior to event, if necessary.

IV Finance

- A. Entry fees (for officials and refreshments).
- B. Officials checks.
- C. Refreshments (25¢ per person out of entry fee).
- D. Awards (orders, engraving.) Make arrangements to have perpetual trophies on hand the day of the tournament.

Day of Competition

- A. Facilities and equipment set-up one hour prior to event.
- B. First aid and emergency procedure and supplies.
- C. Current DGWS Guide on hand.
- D. Parking arrangements.
- E. Refreshments.
- F. Officials assignments.
- G. Checks for officials.
- H. Order of competition posted.
- I. Locker and shower facilities.
- J. Clean up.

APPENDIX IV
SDWIB TOURNAMENT ENTRY FORM

384

Tournament _____ Date _____
Time _____ Place _____
Number of entries (teams or players) _____
Entry Fee _____ Checks Payable To: _____
Entry Deadline _____

(List any variation in equipment or facilities with space for approval or disapproval or coach)

STANDARDS FOR PLAYERS

A. Eligibility

1. Must be currently passing a minimum of nine units at the college or university which the player represents.
2. Must have a 2.00 grade point for the previous college semester and maintain a 2.00 over-all college GPA.
3. May participate for a maximum of three seasons; a season being interpreted as the period from the first day of the sport through the last day of the sport of one school year.
4. Must be enrolled in a specific class or be a member of, and practice regularly with, the team which is designed for intercollegiate competition. If a team consists of one or two members, conditioning and practice will be scheduled at the coach's discretion.
5. Must be a bona fide amateur. In this reference the word "amateur" means that at no time has pay been received by the player for participating in the same sport in which she is competing in college.
6. May compete for only one institution per semester.
7. Each school year, prior to participation, a written statement from a licensed physician must be on file indicating that the player's physical condition does not limit full participation in competition.
8. Verification of the eligibility of players shall be submitted in writing on the entry form prior to the sportsday or tournament competition.

I certify that all of my team members meet the current eligibility requirements of SDWIB.

School _____ Coach _____
(signed)
Phone _____ Check enclosed \$ _____

Keep one copy of this form. Return one copy to:

Name _____
Address _____

Follow-up

1. Finance - Surplus forwarded within two weeks to Gay Cox, Grossmont College. Reimbursement for deficit request in writing to Gay Cox.
2. Results sent to all member schools within two weeks of event.
3. Evaluation of event. Make a note of problems, suggestions for presentation at Spring Evaluation Meeting.

REFERENCE LIST

1. Books

- Bennis, Warren. "Transformative Power and Leadership." In Leadership and Organizational Culture.. ed. Thomas J. Sergiovanni and John E. Corbally, 64-71. Chicago: University of Illinois Press.. 1984.
- Bennis, Warren and Burt Nanus. Leaders: The Strategies for Taking Charge. New York: Harper and Row, Publishers, 1985.
- Borg, Walter R. and Meredith D. Gall. Educational Research: An Introduction. 4th ed. New York: Longman Inc., 1983.
- Boutilier, Mary R. and Lucinda San Giovanni. The Sporting Women. Champaign, Il.: Human Kinetics Publishers. Inc., 1973.
- Bucher, Charles A. Foundations of Physical Education and Sport. St. Louis: The C.V. Mosby Company, 1983.
- Burns, James MacGregor. Leadership. New York: Harper and Row, Publishers, 1978.
- Carr, Edward H. What is history. New York: Random House, 1967.
- Colfer, Gregory R., Kenneth Hamilton, Robert A. Magill, Benjamin J. Hamilton. Contemporary Physical Education. Dubuque, Iowa: Wm. C. Brown Publishers, 1986.
- Dudley, Gertrude and Frances A. Kellor. Athletic Games in the Education of Women. New York: Henry Holt and Company, 1909.
- Dunaway, David K. and Willa K. Baum. eds. Oral History: An Interdisciplinary Anthology. Nashville, Tennessee: American Association for State and Local History, 1984.
- Flath, Arthur. Athletics in America. Corvallis,

Oregon: Oregon State University Press, 1972.

_____. Women's Participation in American Sport, by Leona Holbrook. Corvallis Oregon: Oregon State University Press, 1972.

Freeman, William H. Physical Education and Sport in a Changing Society. Minneapolis, Minnesota: Burgess Publishing Company, 1982.

Gerber, Ellen, Jan Felshin, Pearl Berlin, and Waneen Wyrick. The American Woman in Sport. Reading, Mass.: Addison Wesley Publishing Company, 1974.

Gluck, Samuel. "What's so Special about Women: Women's Oral History." In Oral History: An Interdisciplinary Anthology, ed. David K. Dunaway and Willa K. Baum, 221-37. Nashville, Tennessee: American Association for State and Local History, 1984.

Good, Carter V., A. S. Barr, and Douglas E. Scates. The Methodology of Educational Research. New York: Appleton-Century-Crofts, Inc., 1941.

Good, Carter V. and Douglas E. Scates. Methods of Research: Educational, Psychological, Sociological. New York: Appleton-Century-Crofts, Inc., 1954.

Gottschalk, Louis. Understanding History: a Primer of Historical Method. New York: Alfred A. Knopf Company, 1969.

Henige, David. Oral Historiography. London, England: Longman Group Limited, 1982.

Hoepner, Barbara, ed. Women's Athletics: Coping with Controversy. Washington, D.C.: The American Association for Health, Physical Education and Recreation Publications, 1974.

Holbrook, Leona. "Women's Participation in American Sport," in Athletics in America, ed. Arthur Flath (Corvallis, Oregon: Oregon State University Press, 1972), 50.

Magnusson, Lucille. "The Development of Programs." In Women's Athletics: Coping with Controversy, ed. Barbara Hoepner, 55-8. Washington, D.C.: The American Association for Health, Physical Education and Recreation Publications, 1974.

Mangan, J. A. and Roberta J. Park, eds. Sport, Gender and Society in a Translantic Victorian Perspective. London, England: Frank Cass and Company Limited, 1987.

Merton, Robert K., Marjorie Fiske, and Patricia A. Kendall. The Focused Interview: A Report of the Bureau of Applied Social Research. Columbia University, Glencoe, Illinois: The Free Press, 1956.

Mrozek, Donald J. "The Amazon and the American 'Lady': Sexual Fears of Women as Athletes." In From 'Fair Sex' to Feminism: Sport and the Socialization of Women in the Industrial and Post-Industrial Eras, ed. J. A. Mangan and Roberta J. Park, 267-98. London, England: Frank Cass and Company Limited., 1987.

Oglesby, Carole. "Future Directions and Issues." In Women's Athletics: Coping with Controversy, ed. Barbara Hoepner, 64-68. Washington, D.C.: The American Association for Health, Physical Education, and Recreation Publications., 1974.

_____. Women and Sport: From Myth to Reality. Philadelphia: Lea & Febiger, 1978.

Park, Roberta J. "From 'Fair Sex' to Feminism: Sport and the Socialization of Women in the Industrial and Post-Industrial Eras. In Edited Sport, Gender and Society in a Translantic Victorian Perspective, ed. J. A. Mangan and Roberta J. Park, 58-95. London, England: Frank Cass and Company Limited., 1987.

Peters, Tom and Nancy Austin. A Passion for Excellence: The Leadership Difference. New York: Random House, 1985.

Rindone, Joseph. Brief History of Sweetwater Junior College District. Chula Vista, California: Southwestern Community College District, 1986.

Resick, Matthew C. and Carl E. Erickson. Intercollegiate and Interscholastic Athletics for Men and Women. Reading, Mass.: Addison Wesley Publishing Company, 1975.

Rice, Emmett A., John L. Hutchinson, and Mabel Lee. A Brief History of Physical Education. New York: Ronald Press, 1958.

Sergiovanni, Thomas J. and John E. Corbally, eds. Leadership and Organizational Culture. Chicago: University of Illinois Press, 1984.

Seidel, Beverly L. and Matthew C. Resick. Physical Education: An Overview. 2nd ed. Reading, Mass: Addison-Wesley Publishing Company, 1978.

Sitton, Thad, George L. Mehaffy, and O.L. Davis, Jr. Oral History: A Guide for Teachers (and Others). Austin, Texas: University of Texas Press, 1983.

Spears, Betty. "Prologue: the Myth." In Women and Sport: From Myth to Reality, ed. Carole A. Oglesby, 1-15. Philadelphia: Lea & Febiger, 1978.

Steffans, Henry J. and Mary Jane Dickerson. Writer's Guide: History. Lexington, Mass.: D.C. Heath and Company, 1987.

Swanson, Richard A. "From Glide to Stride: Significant Events in a Century of American Women's Sport." In Women's Athletics: Coping with Controversy, ed. Barbara Hoepner, 43-53. Washington, D.C.: The American Association for Health, Physical Education and Recreation Publications, 1974.

Thorpe, Joanne. "The Relationship of D.G.W.S. to A.I.A.W." In Women's Athletics: Coping with Controversy, ed. Barbara Hoepner, 59-63. Washington, D.C.: The American Association for Health, Physical Education and Recreation Publications, 1974.

Twin, Stephanie L. Out of the Bleachers. Old Westbury, New York: The Feminist Press, 1979.

United States Commission on Civil Rights. More Hurdles to Clear: Women and Girls in Competitive Athletics. Washington: Clearinghouse Publication, 1980.

Vaill, Peter B. "The Purposing of High-performing Systems." In Leadership and Organizational Culture, ed. Thomas J. Sergiovanni and John E. Corbally, 85-104. Chicago: University of Illinois Press, 1984.

Noah Webster Webster's New Universal Unabridged Dictionary. Deluxe Second Edition. New York, New York: Simon and Schuster, 1983.

Winters, Manque. Professional Sports: The Community College Connection. Los Angeles, Ca.: Winmar Press, 1984.

World Publishing Company. Webster's New World Dictionary of the American language. Cleveland: The World Publishing Company, 1958.

2. Published Reports and Proceedings

American Association for Health, Physical Education, and Recreation. D.G.W.S. Statement of Beliefs. Washington, D.C.: The National Education Association, 1963.

Jensen, Robert. Report and Recommendations on Intercollegiate Athletics. Sacramento, California: California Association of Community Colleges, 1988.

3. Unpublished Reports and Proceedings

Application for Accreditation. By John S. Hansen, President. El Cajon, California: Grossmont Community College. April 1963.

Application for Accreditation. By John S. Hansen, President. El Cajon, California: Grossmont Community College. April 1966.

California Association of Community Colleges: Commission on Athletics. "Summary of participants in the 1987-88 California Community College Athletics programs." (September 1987).

Hansen, John S. "History of Institution." In Application for Accreditation. El Cajon, California: Grossmont Community College, April 1963, 2.

_____. April 1966. 2.

Rindone, Joseph. "Brief History of Sweetwater Junior College District." Archives, Southwestern College. Chula Vista, California. December 10, 1986. Photocopied.

4. Department of Government

U.S. Commission on Civil Rights, 1980.

U.S. Department of Health, Education, and Welfare/
Office for Civil Rights. Final Title IX Regulation
Implementing Education Amendments of 1972. Washington,
D.C.: Government Printing Office, 1975.

U.S. Department of Health, Education, and Welfare.
Elimination of Sex Discrimination in Athletic Programs.
Washington, D.C.: Government Printing Office, 1975.

5. Journals and Magazines

Acosta, R. Vivian and Linda Jean Carpenter. "Women in
Athletics-a Status Report." Journal for Physical
Education, Recreation and Dance 56 (August 1985):
30-34.

American Association for Health, Physical Education and
Recreation. "Statement of Policies for Competition in
Girls and Women's Sports." Journal for Health, Physical
Education and Recreation 34 (September 1963): 31.

Bishop, Thelma. "Forecast for the Future: Girls and
Women's Sports." Journal for Health, Physical Education
and Recreation 31 (April 1960): 94-95.

_____. "Division of Girls and Women's Sports."
Journal for Physical Education, Recreation and Dance 56
(April 1985): 112-113.

Cheska, Alyce. "Current Developments in Competitive
Sports for Girls and Women." Journal for Health,
Physical Education and Recreation 41 (March 1970):
86-91.

Coffey, Margaret A. "Sportswoman, Then and Now."
Journal for Health, Physical Education and Recreation
36, (February 1965): 38-41.

Conlisk, Maura. ed. "Statement of Policies and
Procedures for Competition in Girls' and Women's
Sports." Journal for Health, Physical Education and
Recreation 28 (September 1957): 57-58.

Division of Girls and Women's Sports. "D.G.W.S.
National Intercollegiate Athletic Championships for
Women." Journal for Health, Physical Education and
Recreation 39 (February 1968): 24-27.

Gerber, Ellen. "The Changing Female Image: A Brief
Commentary on Sport Competition for Women."

Journal for Health, Physical Education and Recreation 42 (October, 1971): 59-61.

Hult, Joan S. "National Association for Girls and Women in Sport: 1960-1985." Journal for Health, Physical Education, Recreation and Dance 56 (April 1985): 114-116.

Jernigan, Sara Staff. "Women and the Olympics." Journal for Health, Physical Education and Recreation 33 (April 1962): 25-66.

Kennard, June A. "The History of Physical Education." Signs 2 (Summer 1977): 835-842.

Lee, Mabel. "The Case for and against Intercollegiate Athletics for Women and the Situation since 1923." Research Quarterly 2 (May 1931): 93-127.

Lee, Mabel and Bruce L. Bennett. "A Time of Athletics and Dancing: 1900-1915." Journal for Health, Physical Education and Recreation 31 (April 1960): 25-95.

Ley, Katherine. "D.G.W.S. National Collegiate Athletic Championships for Women." Journal for Health, Physical Education and Recreation 39 (February 1968): 24-27.

Ley, Katherine and Sara Staff Jernigan. "Roots and the Tree." Journal for Health, Physical Education and Recreation 33 (September 1962): 34-36.

Scott, Phebe M. and Celeste Ulrich. "Commission on Intercollegiate Sports for Women." Journal for Health, Physical Education and Recreation 37 (October 1966): 10: 76.

6. Encyclopedias

Deighton, Lee C., ed. The Encyclopedia of Education. U.S.A.: The Macmillan Company. 1971.

Deighton, Lee C., ed. The Encyclopedia of Education. U.S.A.: The Macmillan Company. 1971. "Athletics. Intercollegiate," by Katherine Ley.

Knowles, Asa S., ed. The International Encyclopedia of Higher Education. San Francisco: Jossey-Bass Publishers. (1977): 3937-3938.

7. Newspapers

Daily Times-Advocate, Escondido, California, 18 March 1968, p. B-8.

Emmott, Elizabeth. "Hockey Team Wins Honors at Tourney," The Telescope, 7 April 1964, p. 4.

Fortnightly, 22 May 1970, p. 10.

Norris, Frank. "City College... Back Then." Tecolote, 20 September 1982, p. 7.

_____. "Early Days at City College: Growth Spans 68 Years, Four Wars," Tecolote, 18 October 1982, p. 8.

_____. "Recent College History: Hectic Growth Since 1950's." Telecote, 22 November 1982.

Oates, Nancy. "Women teams off to fast sports start," The Weekly G, 27 October 1971, 8.

The Athapascan, 14 April 1962, p. 4.

The Athapascan, 10 May 1962, p. 4.

The Athapascan, 19 December 1969, p. 4.

The Athapascan, 18 December 1970, p. 4.

The Athapascan, 8 January 1971, p. 4.

The Athapascan, 19 March 1971, p. 4.

The Athapascan, 30 April 1971, p. 8.

The Athapascan, 8 October 1971, p. 6.

The Athapascan, 15 October 1971, p. 6.

The Athapascan, 22 October 1971, p. 6.

The Athapascan, 29 October 1971, p. 4.

The Athapascan, 19 November 1971, p.5.

The Chariot, 10 November 1965, p. 3.

The Chariot, 9 December 1966, p.4.

The Chariot, 7 April 1967, p. 3.

The Chariot, 8 December 1967, p. 5.

The Chariot, 10 May 1968, p. 6.

The Chariot, 26 September 1969, p. 1.

The Chariot, 17 October 1969, p. 7.

"The Clubscope: a publication of Inter-club Council,"
Palomar College, 18 March 1968, 1, #1.

The Daily Olympian, 22 September 1966, pp. 7-8.

The Daily Olympian, 29 September 1966, p. 11.

The Daily Olympian, 27 October 1966, p. 8.

The Daily Olympian, 3 November 1966, p. 4.

The Daily Olympian, 10 November 1966, p. 4.

The Daily Olympian, 1 December 1966, p. 7.

The Daily Olympian, 26 September 1967, p. 2.

The Daily Olympian, 14 November 1967, p. 2.

The Daily Olympian, 6 December 1967, p. 2.

The Daily Olympian, 8 December 1967, p. 4.

The Daily Olympian, 6 March 1968, p. 2.

The Daily Olympian, 6 November 1968, p. 3.

The Daily Olympian, 17 April 1970, p. 3.

The Mesa College News, 17 December 1963, p. 1.

The Mesa College News, 13 April 1964, p. 4.

The Mesa College News, 11 May 1964, p. 4.

The Mesa College News, 9 November 1964, p. 6.

The Mesa College News, 22 March 1965, p. 3.

The Mesa College News, 24 May 1965, p. 4.

The Telescope, 27 May 1955, p. 8.
The Telescope, 27 May 1955, p. 8.
The Telescope, 30 September 1955, p. 4.
The Telescope, 30 September 1955, p. 4.
The Telescope, 21 March 1956, p. 2.
The Telescope, 10 December 1958, p. 4.
The Telescope, 17 December 1958, p. 3.
The Telescope, 17 December 1958, p. 3.
The Telescope, 14 January 1959, p. 4.
The Telescope, 27 February 1959, p. 4.
The Telescope, 27 February 1959, p. 4.
The Telescope, 14 April 1959, p. 4.
The Telescope, 14 April 1959, p. 6.
The Telescope, 20 May 1959, p. 4.
The Telescope, 20 May 1959, p. 4.
The Telescope, 29 October 1959, p. 4.
The Telescope, 18 November 1959, p. 4.
The Telescope, 11 May 1960, p. 4.
The Telescope, 28 September 1960, p. 4.
The Telescope, 26 January 1962, p. 4.
The Telescope, 30 March 1962, p. 4.
The Telescope, 17 May 1961, p. 4.
The Telescope, 25 February 1964, p. 4.
The Telescope, 3 March 1964, p. 4.
The Telescope, 17 March 1964, p. 4.
The Telescope, 14 April 1964, p. 4.

The Telescope, 21 April 1964, p. 4.
The Telescope, 26 May 1964, p. 4.
The Telescope, 6 October 1964, p. 4.
The Telescope, 10 October 1964, p. 4.
The Telescope, 8 December 1964, p. 4.
The Telescope, 12 January 1965, p.4.
The Telescope, 2 February 1965, p. 4.
The Telescope, 9 February 1965, p. 4.
The Telescope, 2 March 1965, p. 3.
The Telescope, 9 March 1965, p. 4.
The Telescope, 27 April 1965, p. 4.
The Telescope, 21 February 1966, p. 3.
The Telescope, 14 March 1966, p. 3.
The Telescope, 21 March 1966, p. 3.
The Telescope, 6 November 1967, p. 1.
The Telescope, 26 April 1968, p. 2.
The Telescope, 16 May 1966, p. 3.
The Telescope, 7 March 1967, p. 3-4.
The Telescope, 3 May 1967, p. 2.
The Telescope, 23 May 1967, p. 4.
The Telescope, 24 October 1967, p. 4.
The Telescope, 5 December 1967, p. 2.
The Telescope, 1 March 1968, p. 2.
The Telescope, 8 March 1968, p. 2.
The Telescope, 22 March 1968, p. 2.
The Telescope, 29 March 1968, p.2.

The Telescope, 5 April 1968, p. 2.
The Telescope, 19 April 1968, p. 2.
The Telescope, 26 April 1968, p. 2.
The Telescope, 3 May 1968, p. 2.
The Telescope, 10 May 1968, p. 2.
The Telescope, 12 November 1968, p. 2.
The Telescope, 28 February 1969, p. 2.
The Telescope, 28 March 1969, p. 2.
The Telescope, 18 April 1969, p. 2.
The Telescope, 25 April 1969, p. 2.
The Telescope, 2 May 1969, p. 2.
The Telescope, 9 May 1969, p. 2.
The Telescope, 23 May 1969, p. 2.
The Telescope, 5 December 1969, p. 2.
The Telescope, 19 December 1969, p. 2.
The Telescope, 16 January 1970, p. 2.
The Telescope, 13 March 1970, p. 2.
The Telescope, 10 April 1970, p. 2.
The Telescope, 24 April 1970, p. 2.
The Telescope, 15 May 1970, p. 2.
The Telescope, 25 September 1970, p. 2.
The Telescope, 6 November 1970, p. 2.
The Telescope, 8 January 1971, p. 2.
The Telescope, 15 January 1971, p. 2.
The Telescope, 19 February 1971, p. 2.
The Telescope, 5 March 1971, p. 2.

The Telescope, 19 March 1971, p. 2.

The Telescope, 2 April 1971, p. 2.

The Telescope, 16 April 1971, p. 2.

The Telescope, 23 April 1971, p. 2.

The Telescope, 7 May 1971, p. 2.

The Telescope, 14 May 1971, p. 2.

The Telescope, 28 May 1971, p. 2.

The Telescope, 29 October 1971, p. 2.

The Telescope, 5 November 1971, p. 2.

The Telescope, 3 December 1971, p. 2.

The Telescope, 10 December 1971, p. 2.

The Telescope, "Special edition: a pictorial history of Palomar looking back over 41 years," 6 November, 1987, insert page.

The Weekly G, 17 May 1967, p. 4.

The Weekly G, 31 May 1967, p. 4.

The Weekly G, 6 December 1967, p. 8.

The Weekly G, 10 January 1968, p. 8.

The Weekly G, 20 November 1968, p. 8.

The Weekly G, 20 December 1968, p. 7.

The Weekly G, 30 April 1969, p. 7.

The Weekly G, 14 April 1970, p. 7.

The Weekly G, 15 April 1970, p. 7.

The Weekly G, 3 June 1970, p. 8.

The Weekly G, 28 October 1970, p. 8.

The Weekly G, 10 March 1971, p. 8.

The weekly G, 17 March 1971, p. 7.

The Weekly G, 24 March 1971, p. 7.

The Weekly G, 31 March 1971, p. 8.

The Weekly G, 5 May 1971, p. 7.

The Weekly G, 19 May 1971, p. 8.

The Weekly G, 27 October 1971, p. 8.

The Weekly G, 3 November 1971, p. 7.

The Weekly G, 10 November 1971, p. 7.

The Weekly G, 17 November 1971, p. 8.

The Weekly G, 8 December 1971, p. 8.

8. Unpublished Interviews:

Dorothy Arnold, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

Mildred Ayers, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

Gay Cox, interview by author, 8 September 1988, tape recording, Grossmont Community College, El Cajon, California.

Carrol Hauenstein, interview by author, 12 October 1988, telephonic interview, to subject's home, New Mexico.

Betty Hock, interview by author, 20 July 1988, tape recording, subject's home, San Diego, California.

Viola Jeffery, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

Gloria Johnson, interview by author, 29 september 1988, tape recording, Southwestern College, Chula Vista, California.

Mary Jane Komisarck, interview by author, 22 September 1988, tape recording, San Diego Mesa Community College, San Diego, California.

Eve Lill, interview by author, 9 August 1988, tape recording, Grossmont Community College, El Cajon, California.

Gail Prentiss, interview by author, 21 July 1988, tape recording, Mira Costa College, Vista, California.

Donna M. Reiser, interview by author, 25 July 1988, tape recording, Laughlin, Nevada.

Tom Shields, interview by author, 11 October 1988, telephonic interview, to Mr. Shield's office, Mira Costa College, Vista, California.

Jean Sprunt, interview by author, 2 September 1988, tape recording, author's home, Rancho Bernardo, California.

Loretta Taylor, interview by author, 29 September 1988, tape recording, Southwestern Community College, Chula Vista, California.

9. Unpublished Materials (Special Collections)

"Additive payments and Extended-Day payments to Certificated Staff," document #C-4335, page 4 of 5, September 16, 1968, Special Collections, from the files of Betty Hock, San Diego City Community College, San Diego, California.

"Agenda for S.D.W.I.B. Meeting," Letter dated May 20, 1968, signed by Evanne D. Lill, President of S.D.W.I.B., Grossmont College, from the files of Betty Hock, San Diego City College.

"Agenda for S.D.W.I.B. Meeting," Letter dated September 17, 1968, signed by Jean Sprunt, President of S.D.W.I.B., from the files of Betty Hock, San Diego City College.

"Agenda for S.D.W.I.B. Meeting," Letter dated January 24, 1969 signed by Jean Sprunt, President of S.D.W.I.B.

"Agenda of S.D.W.I.B.," dated May 26, 1970, signed by Bea Harres, S.D.W.I.B. President, Special Collections, from the files of Betty Hock, San Diego City College.

"Appendix 1: San Diego Women's Intercollegiate Board Membership List: 1967-1968," Constitution of the San Diego Women's Intercollegiate Board, Document

A-68-1219-13, page 6, Special Collections, from the files of Gay Cox of Grossmont College and Betty Hock, San Diego City College.

"Appendix IV: S.D.W.I.B. Tournament Entry Form," Special Collections, from the files of Betty Hock, San Diego City College.

"Attention: Women's Tennis Coach." Special Collections, from the files of Gay Cox, Grossmont College, El Cajon, California.

B. Hock to Mr. D. Russell Burtaw, 7 October 1969, Special Collections, from the files of Betty Hock, San Diego City College.

"Betty Hock to Mr. Burtaw, 27 November 1970, Special Collections, the files of Betty Hock, San Diego City College.

Betty C. Hock to Mr. David H. Diller, 7 June 1968, Special Collections, from the files of Betty Hock, San Diego City College.

Betty C. Hock to Robert Bacon, 22 February 1972, Special Collections, from the files of Betty Hock, San Diego City College.

Burtaw to Faculty, "Student Absence," 21 May 1969. Special Collections, from the files of Betty Hock, San Diego City College.

Burtaw to Faculty, "Student Absence," 2 December 1969, Special Collections, from the files of Betty Hock, San Diego City College.

"Dear W.R.A. and/or Intercollegiate Advisor from Bea Harres, President, letter dated May 26, 1970, Special Collections, from the files of Betty Hock, San Diego City College.

Files of Physical Education, Southwestern Community College, Chula Vista, California.

"Finals," Special Collections, from the files of Gay Cox of Grossmont College, El Cajon, California.

"Financial Statement: S.C.J.C.I.A.C. Women's Tennis Tournament: May 20, 21, 22, -1971." (and tennis tournament results included), Special Collections, from the files of Gay Cox, Grossmont College.

Freitas, Joan to Mildred Ayers, Orange Glen High School, Glen Ridge Road, Escondido, California, Letter in the hand of Joan Freitas, Special Collections. from the scrapbook of Mildred Ayers of Palomar College.

Gay Cox to Richard Lowe, 5 March 1969, Special Collections, from the files of Gay Cox, Grossmont College.

"Grossmont College: February 5, 1968: Treasurer's Report S.D.W.I.B.," from the files of Betty Hock, San Diego City College.

"Grossmont College Scrapbook," Special Collections, from the files of Gay Cox and Dorothy Arnold, Grossmont Community College, El Cajon, California.

"Grossmont College Scrapbook: Women's Recreation Association Pamphlet," Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont Community College, El Cajon, California.

"Grossmont College: Women's Recreation Association: Awards Banquet 1968," Grossmont College Scrapbook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College.

H. West to Mr. Burtaw, "Re: Extended day pay for Betty Hock," Special Collections, from the files of Betty Hock. San Diego City College.

Joan Whitby to Mr. Robert Bacton and Miss Jenny Pine, November 8, 1971, Special Collections, from the files of Betty Hock, San Diego City College.

Letter dated May 20, 1968, Special Collections, from the files of Betty Hock, San Diego City College, San Diego, California.

Letter dated September 17, 1968, Special Collections, from the files of Betty Hock. San Diego City College, San Diego, California.

Letter from Donna M. Reiser to Miss Gay A. Cox, 5 May 1970, Special Collections, from the files of Gay A. Cox of Grossmont College.

"Matches: 1970," Special Collections, from the files of Mary Jane Komisarcik, San Diego Mesa College.

Memoranda dated May 25, 1970, Special Collections, from the files of Gay Cox, Grossmont College.

Mildred Ayers, "Scrapbook," Special Collections.

"Minutes of the San Diego Women's Intercollegiate Board," 25 May 1971, p. 2, Special Collections, from the files of Betty Hock, San Diego City College.

"Mrs. Peggy Stoll to Mrs. Betty C. Hock, 14 December 1970, Special Collections, from the files of Betty Hock, San Diego City College.

"Official Intercollegiate and Interscholastic Tennis Score Book," Special Collections, from the files of Gay Cox, Grossmont College.

"Of Time and Tide: Mira Costa, Mesa, Palomar, Grossmont, Southwestern, San Diego City," Special Collections, brochure from the files of Mildred Ayers of Palomar College.

"1969-1970 Women's Recreation Association," Grossmont College Scrapbook, Special Collections, from the files of Dorothy Arnold and Gay Cox, Grossmont College.

"1971 Spring All League Tennis Tournament (Sports day)," Special Collections, from the files of Gay Cox, Grossmont College.

"1971-1972: Women's Recreation Assn: C25590," Special Collections, from the files of Betty Hock, San Diego City College.

"Pacific Southwest Women's Collegiate Association: A.W.S. and W.R.A. Advisors," Special Collections, from the files of Betty Hock, San Diego City College.

"Pacific Southwest Women's Collegiate Association: Conference Planning Meeting, Campus Chuck Wagon, Wednesday, October 7, 1970," Special Collections, from the files of Betty Hock, San Diego City College.

"Palomar College, San Marcos, Calif., for Immediate Release," Special Collections, from the memorabilia of Mildred Ayers, archery coach of Palomar College.

"Palomar College Scrapbook," Special Collections, from the files of Mildred Ayers, Palomar College.

Patrons of Palomar College, "Palomar College Scrapbook," 1946-1947.

"Policies and Regulations for Field Hockey: 1971-1972 Season," Special Collections, from the files of Gay Cox of Grossmont College.

"R.C.B. to Miss Joan Whitby, 15 November 1971, Special Collections, from the files of Betty Hock, San Diego City College.

R.C. Bacon to San Diego City College, "Associated Student Organization," Special Collections, from the files of Betty Hock, San Diego City College.

Robert Bacon to John Early, Special Collections, from the files of Betty Hock, San Diego City College.

Robert to Betty Hock, "Women's Athletics," Special Collections, from the files of Betty Hock, San Diego City College.

"Receipt of San Diego City College for \$5.00 dues," Special Collections, from the files of Betty Hock, San Diego City College.

"Report on Meeting of S.D.W.I.B. Basketball Coaches: Wed., April 21, 1971," Special Collections, from the files of Gay Cox, Grossmont College.

"Results of Field Hockey Tournament: 1971-1972," Special Collections, from the files of Betty Hock.

"Results of the S.C.J.C.I.A.C. Women's Tennis Tournament, 1971," Special Collections, from the files of Gay Cox, Grossmont College.

"Results of the Southern California J.C. Tennis Tournament, 1970," Special Collections, from the files of Gay Cox, Grossmont College.

"San Diego City College: Student Activities Office," 1 August 1969, Special Collections, from the files of Betty Hock, San Diego City College.

"San Diego City College Associated Students: Budget Appropriation for 1968-1969," Special Collections, from the files of Betty Hock, San Diego City College.

S.D.Mesa W.R.A. Constitution. 2 March 1967, Special Collections, from the files of Gail Prentiss, Mira Costa College and Mary Jane Komisarcik, Mesa College.

"San Diego County Women's Invitational Intercollegiate Track and Field Meet and San Diego Women's Intramural Track and Field Meet," Special Collections, from the files of Betty Hock, San Diego City College.

"San Diego County Women's Invitational Intercollegiate Track and Field Meet and San Diego Women's Intramural Track and Field Meet," Brochure, Special Collections, from the files of Betty Hock, San Diego City College, San Diego, California.

"San Diego Junior Colleges: Student Body Budget," page 3 of 3, 28 May 1969, Special Collections, from the files of Betty Hock, San Diego City College.

"San Diego Junior Colleges: Student Body: Request for Funds," No. F, 5276, 26 October 1971, Special Collections, from the files of Betty Hock, San Diego City College.

"San Diego Junior Colleges: Student Body Budget," 28 May 1969, Page 4, Special Collections, from the files of Betty Hock, San Diego City College. ACCOUNT TITLE: W.R.A.

"San Diego Women's Intercollegiate Board: 1969-1970," Special Collections, from the files of Betty Hock, San Diego City Community College, San Diego.

"San Diego Women's Intercollegiate Board: 1970-1971," Special Collections, from the files of Betty Hock, San Diego City College.

"San Diego Women's Intercollegiate Board Minutes: February 8, 1968 Meeting Agenda," from the files of Betty Hock, San Diego City Community College, San Diego, California.

"San Diego Women's Intercollegiate Board Meeting Minutes: 1970 Fall Meeting, September 17, 1970," letter dated September 22, 1970, Special Collections, from Eve Lill, from the files of Gay Cox, Grossmont College.

"San Diego Women's Intercollegiate Board Meeting Minutes: 1971 Spring Meeting, February 9, 1971," dated February 16, 1971, Special Collections, from the files of Gay Cox, Grossmont College.

"San Diego Women's Intercollegiate Board Meeting Minutes: 1971 End of Year Meeting, May 25, 1971," Special Collections, from the files of Gay Cox, Grossmont College.

"San Diego Women's Intercollegiate Board: September 21, 1971," Special Collections, from the files of Betty Hock, San Diego City College. See also "San Diego Women's Intercollegiate Board: 1971-1972," Special Collections, from the files of Betty Hock, San Diego City College.

"San Diego Intercollegiate Women's Board: Tennis League 1971," Special Collections, from the files of Gay Cox, Grossmont College.

"S.C.J.C.I.A.C. Tennis Coach Roster: 1970-1971, Special Collections, from the files of Gay Cox, Grossmont College.

"S.C.J.C.I.A.C. Tennis Coach Roster: 1970-71." Special Collections, from the files of Betty Hock, San Diego City College.

"S.C.J.C.I.A.C. Annual Women's Tennis Tournament," brochure, Special Collections, from the files of Gay Cox, Grossmont College.

"Southern California Junior College Intercollegiate Athlete Council: 1970-1971 Roster," Special Collections, from the files of Betty Hock, San Diego City College.

"Team Totals," Special Collections, from the files of Betty Hock, San Diego City College.

"Team Totals," Special Collections, from the files of Mary Jane Komisarcik, San Diego Mesa College.

"The San Diego County Women's Invitational Intercollegiate Track and Field Meet and San Diego Women's Intramural Track and Field Meet," 3 May 1968, Special Collections, from the files of Betty Hock, San Diego City College.

"The San Diego County Woman's Invitational Intercollegiate Track and Field Meet," 9 May 1969 at Cal-Western University, Special Collections, from the files of Betty Hock, San Diego City College.

To All Tennis Coaches," 28 April 1969, Special Collections, from the files of Gay Cox, Grossmont College.

"To: Curriculum and Instruction Committee," Memo, Special Collections, from the files of Gay Cox, Grossmont College.

To Dr. Nall, Dean of Arts and Sciences, 1 June 1970, p. 2, Special Collections, from the files of Mary Jane Komisarcik, San Diego Mesa College.

To Dr. Nall, Dean of Arts and Sciences, 12 June 1970, p. 2, Special Collections, from the files of Mary Jane Komisarcik, San Diego Mesa College.

"The Official Basketball Scorebook: The Division for Girls and Women's Sports," March 4, 1968 through April 19, 1971, Special Collections, from the files of Viola Jeffery, Basketball Coach, Palomar College.

"The Wirtanen Tennis Score Book," Special Collections, from the files of Gay Cox.

"Women's Short and Long Basketball Score Book." with full game accounts from February 16, 1966 through April 3, 1968 of Palomar Community College, San Marcos, California. Book obtained from the files of Viola Jeffery, Women's Basketball Coach, Palomar College.

"W.R.A. Activities 1969-1970," Special Collections, from the files of Betty Hock, San Diego City College.

"W.R.A. Mother-Daughter Awards Banquet: 1969-1969," (Palomar College: June 6, 1969). From the scrapbook of Mildred Ayers of Palomar College.

See also files of Betty Hock of San Diego City College.

"W.R.A. Sportsday Rotation," Special Collections, from the files of Gay Cox, Grossmont College, El Cajon, California.

"Women's Recreation Association," Grossmont College Scrapbook, Special Collection, from the files of Dorothy Arnold and Gay Cox, Grossmont College.

"Women's Recreation Assc.: C25590," Special Collections, from the files of Betty Hock, San Diego City College.

10. Theses or Dissertations

Mendoza Patricia Romero. "The History of Women's Sports at San Diego Mesa College, 1964-1982." Master's Thesis, San Diego State University, 1986.

Usher, Mildred M. "A History of Women's Intercollegiate Athletics at Florida State University from 1905-1972." Ph.D. diss., Florida State University, 1980.

11. Computer Programs

Dialog Information Services: ERIC, American History and Life. "Colleges and Universities: Physical Training, Sports and Women," Palomar College Library, by Dan Arenson, Librarian.

Dialog Information Services: Dissertation Abstracts: American History and Life Database, "Sports, Intercollegiate, Women," The University of San Diego, by Devon Millner, Reference Librarian.

Dialog Information Services: Dissertation Abstracts: American History and Life Database, Community Colleges and Women's Athletics." The University of San Diego, by Devon Millner, Reference Librarian.

12. College Catalogues

Jorgensen, Sharalee. MiraCosta College Catalogue of Courses. Vista, California: Mira Costa College, 1986-1987: 1-2.

San Diego Mesa College Catalogue. San Diego, California: San Diego Mesa Community College, 1987-1988, AA.