

2 Sybil Hampton Tape Summary
First Person Plural Project
20 March 2012

Intro – 2nd interview First Person Plural series, focusing on journey toward philanthropy

JB Began as teacher, profession in which many women in classroom, male administrators

SH Only spent one year as teacher
Sharp-edged, sense of humor not appropriate
I think I didn't fit with other teachers in school
Higher ed
Iona College, December 1970
All male college until 1969, 1968
Enlarging of mission
Provost Brother Quinn: if you go into administration, mouse in training got become rat
Young, thought I should be concentrating on family,
Catholic, Christian Brothers, male-dominated
Appreciated that he spoke up

5 min in

Not unlike Central High School, race & gender interchangeable in terms of strategies

JB How did you –

SH Became HEOP – [Higher Education Opportunity Program] administrator
Non-traditional student program
Was 26, had finished master's at University of Chicago
Woman I worked for wanted to work with students
First thing I did, developed relationships with folks who had pieces of my action
Over one year, gave pieces back – had been my goal
Then worked as colleague with business, financial aid

Not just black babysitter, career in higher ed

Only women in administrative capacity, \$300,000 budget
Men relieved

JB How many students?

College 2,000-3,000; program 50
What I learned, I had looked at change strategies in organizational development

10 min in

People colleges/universities –policy made by faculty, key administrators, not always written down

Traditional population Irish men, then women
Shift to Italian

Unnerving to hear 'those Italians, those dagos'
All kinds of ways to slice & dice
Most important thing I can do – make sure fair & clear, no end runs

JB What do in a meeting? How craft address to informal discrimination, what's going on?

SH Happens all the time – when people frustrated, threatened
Fourteen years there
Spent time listening, trusted
Didn't pick fights, get no place going down that path

Fred Lighthall and Jack Glidewell, University of Chicago
Nothing formal
Feedback my experience with students
Tried to mirror my experience
Put more experiences back in
Men struggling

17 min in

Always tried to solve problems they thought not solvable

When I became dean, assistant to dean first year
When students not doing well, dean would have them write "love letters"
I suggested committee academic standards

Devise committee & policies
Second group of students [needing attention] legacy students, who didn't meet traditional admission requirements

20 min in

Became advisor to legacy students
Academic support for very different students
Support from Rudin family, NY real estate, for learning center
Now Iona College learning center for entire group

Marshalling evidence

JB How work for students?

SH Very well
Dean loved note system, wasn't working
Mathematically impossible to earn degree
Dean loved one- to- one contact with students
At moment overwhelmed, suggestion worked
Saw need to develop relationship with deans' secretary
I was not accorded what other deans accorded
Hard to know when not respected black/gender
Just know it is, don't care, trying to be effective
Path of indirection, working things in common, working to complete degrees and graduate

25 min in

JB Mutual problem

SH What do we owe students –
Context standards and values of institution
Committed to enhancement

JB Change highly valued or desired in abstract?

SH Iona College, not clear what change they wanted

Started with World War II veterans, I'm not sure they know what buying
Who comes on board, Afro-American and Latino
Who was institution for? Irish
Italian – wealthy Mafioso, striving families

People believe they are more liberal, open

30 min in

Southwest University, Georgetown, Texas
Clash with Vice-president student affairs

Students in uproar when returned to class, fall 1993

My strategic analysis led to one-year appointment
As multi-cultural affairs
My husband in Wisconsin
President bought ten round trip tickets for us

JB Visiting administrator/professor?

SH Coming at beginning school year
Retreat with students, not a student spoke en route to conference center
'If you think no benefit my presence and work on institution, let's get clear. I'll leave'
Expressed hostility

JB Other administrators present?

SH Another who worked for provost only other adult
I am tool of administration, trusted

35 min in

Can be bridge
Just because mother wants you to get degree, are you not going to get one?

Student from Southwest called me yesterday
Haven't spoken in 10 years

Lives in South Africa, spoke about loneliness, complexities of life there. Her memories of Southwest struggles as model, change, order
Graduated 1995

Been always in places people not clear about what they want
Can wreak havoc with a person who has made commitment
Hunker & reconnoiter

40 min in

To Winthrop Rockefeller Foundation - very different kind of leader
Mahlon Martin – city government
Tom McCrae [Thomas C. McCrae, III] worked for Bill Clinton

Real departure

Willard Gatewood [Rockefeller board member & professor of history, University of Arkansas, Fayetteville]
What attracted board, really wanted to move out of quid pro quo, seasoned professional
Bring order, systems

JB Gender significant mentors?

SH Sure. My father- difficult because black and women, important
Central, two people- Miss Opie [secretary] and Elizabeth Huckaby [assistant principal]

Earlham - Joe Elmore and his wife Billie, down to earth, fought good fights

Chicago – Susan Lourenco, older grad student University of Illinois

Iona- Brother [Charles B.] Quinn
Brother [John C.] Driscoll – president
Brother [Francis] Offer

My two women – Barbara Solomon and Rosaria Hiriart [professor, Cuban background]

45 min in

Sometimes too calm, too nice
Advice – more feisty, saw that I should get doctorate

Brother Offer – I didn't, you should
Cuban couple and Irish Christian Brother

From Iona to GTE Foundation in 1985 [foundation of General Telephone & Electronics Corporation]

Anne Robbin had vision I would be foundation president
She would bring chair alongside me – move from academic writer to corporate board

50 min in

She started saying to Mr. Brophy if Prescott Bush coming, Sybil should come

Then Mr. Brophy would just call

Robbin- I want you to learn to have a voice
My whole career testament to Miss Zarita Tate, teacher largr world
Wouldn't sign oath Little Rock schools
1957, teach in New Jersey
In college, would invite me to New York
I was in New York at Riverside Church when Martin Luther King, Jr.

Even at Winthrop Rockefeller Foundation, Willard Gatewood
Bob Cabe from Blue Cross, Blue Shield, board chair
Open to mentors

55 min in

Dr. [Ray B.] Shilling at Southwestern University
When provost declared war on me
Created office for me next to his
One thing, when I came back from student retreat, cabinet level position

Cell phone rings

Thought he was mentoring me for Goucher University

JB Differences ways men and women make decisions money, philanthropy?

SH GTE – all men
Miss Robbin as assertive as she was, take no prisoners
Ann thought [me] attractive, charming
Diverting – don't play to feminine, tough-minded, businesslike

At WRF [Winthrop Rockefeller Foundation] board, out-state/in-state

Rachel Tompkins, Annenberg Rural School Community Trust
Very direct, clear-headed, not different from men

State-based women, gender related, has to do with world view and exposure
Women and men, smaller the setting, project by project
As opposed to we need to change the system, as opposed to doing good
Building a strategy for long term change vs. small grants to a number of organizations in a poor state
Have not seen gender distinction

65 min in

World view & where sit in world

JB Return to anything we touched on today?

SH The thing most striking, young women not as aware- million mile, million year work
No matter how law written, always drop off between written and practiced, formally said &
informally practiced

In South, difficulty Hillary Clinton had here and nation
Still evolving
Justice ephemeral
This work in justice, equity, equality always evolving
Can't win in somebody's face

Battle really about power
Look at Ireland, locate what fight really
Women denied vote, blacks denied vote
Ours to serve, lesser roles

Boa constrictor, still has to move the length of the body

I know so many young women who take no prisoners
I don't fight with them
I'm married, most surprising thing to him [husband] my career
Constrained sense of women's [possibilities]
If I had known you were star quality -

JB Because?

SH What he saw of me was not all these professional –

It's just wonderful when people can say what's really going on

JB Wonderful place to stop