



SCHEPP CONNECTIONS

THE LEOPOLD SCHEPP FOUNDATION VOLUME I, NUMBER 3, 1998

Expectations vs. Reality as Schepp Scholars Enter the “Real” World

For over seventy years, the Schepp Foundation has helped promising students from all over the United States launch their careers armed with the advantages of a first rate education. During that time, much has changed, both socially and economically, in our country. Wars have come and gone, leaving indelible scars on the national psyche. The Great Depression, the riots of the Sixties, and the debacle of Watergate opened the eyes of many Americans to some of the more sordid and confusing aspects of reality. Women and minorities have made considerable strides unlocking doors long shut to them—though there are still many barriers to breach. And, particularly relevant to us, college costs have soared beyond belief.

Throughout the course of all this change, the Foundation and its scholars have continued their work—the Foundation seeking out candidates whose idealism is still alive and well; the students struggling to find the right balance between that idealism and

the demands of earning a living, raising a family, and repaying burdensome college loans.



In an effort to better understand the changes that have taken place over the past few decades, we recently invited a number of former Schepp scholars to participate in a roundtable (actually, a rectangular table) discussion in our offices. Our participants represented the entire post-War generation, with graduates from the class of 1953 to the class of 1996. (*See accompanying biographies for details.*)

Our discussion focused on students' goals and expectations during their college years and how those goals and expectations fared when put to the test in the real world. We talked about career plans and financial worries; the effects of peer, social, and family pressure; short-term decisions that had long-term consequences; the dream of improving the world versus the reality of having to survive in it. (*See accompanying discussion guide.*)

A TRANSCRIPT OF THE ROUNDTABLE DISCUSSION

Descent from the Ivory Tower

Trustee: I'd like to thank you all for coming. I'm Banning Repplier, a Schepp trustee, as are Ben Phillips and Diana Herrmann. Edythe Bobrow, of course, is our fearless leader.

I think you probably know that tonight we'd like to discuss expectations—specifically, the expectations, both of yourselves and of society, that you had as you left the academic world to enter the so-called “real” world. We then want to discuss how those expectations were met or not met.

For example, when I was graduating from college in the late '60's, starting a career was the last thing on my mind. First, there was the Vietnam War to consider. Secondly, making money in those days was

politically incorrect. We thought we were going to reshape a corrupt, decadent society and eliminate money as a measure of success.

Today's college seniors face a different world—many have huge debts to pay off. They seem to feel a need to start their careers as soon as they graduate. There is a sense, in the new, downsized America, that there may not be enough room for everyone.

Another difference is the role of women. In my day, when the feminism was relatively new, young women were torn between wanting a family and wanting to forge careers in areas where few women had ventured before. Many of today's young women, however, are making valiant—and successful—efforts to balance both family and career.

So there are two generational differences. I'm sure we'll discover more as we talk this evening.

Okay, let's start with expectations, hopes, and dreams.

Sylvia Diehl '53: Well, I'll start by saying that I got my first Schepp grant fifty years ago. After completing my formal education, my goals were two-fold: 1. to help children in need, and 2. to have children of my own. My main worry was whether or not I could successfully combine a career in pediatric medicine with marriage and a family.

John Ransome Phillips '66: By the time I was eleven, I knew I wanted to be a painter. But as I got older, I began to worry about making a living. I doubted I could live on painting alone, so I got a teaching degree in art history, concentrating on 16th and 17th century English art.

Joy Mayo '94: I always wanted to be a writer and editor. I grew up in a very competitive Middle Class neighborhood and was taught that hard work could get me what I wanted.

Leslie Jones '83: I think having a goal is important. But I also think it's good when goals and expectations change. Sometimes life forces



Participants in our roundtable discussion. From L to R around the table: Dr. Sylvia Diehl, Kris Tobiasen, Banning Repplier, Kathleen Fallon Lambert, John Ransome Phillips, and trustee Dr. Ben Phillips.

The Roundtable Participants

Dr. Sylvia Davies Diehl earned her BA at Mount Holyoke and received her M.D. from the College of Physicians and Surgeons, Columbia University, in 1953. She specialized in pediatrics and was awarded teaching fellowships at Harvard Medical School.

In 1958 Sylvia Davies married Kenneth Diehl. Her interest in family planning led her to become active at the Planned Parenthood of Greater Northern New Jersey where she served as clinician and medical director for 33 years. Sylvia has three children and one grandchild.

Kathleen Fallon, who graduated from Dartmouth College with a BA in Sociology and Environmental Studies, went on to earn her masters in Forestry Science at Yale. Her goal was to manage forests and wetlands and to educate the public about important environmental issues. In recognition of her efforts, she was awarded a grant from The Switzer Environmental Fellowship program of the Hampshire Charitable Trust.

Currently she is working at the Hubbard Brook Research Foundation.

Leslie Jones is a native of Brooklyn, NY. After graduating from James Oglethorpe University in 1980 she was accepted at Georgetown University Law Center where she received her law degree in 1983.

Leslie served as an Assistant District Attorney in the Bronx where she worked with the Special Narcotics Prosecutor. She was President of Association of Black Women Attorneys and since 1991 has had her own law firm in Manhattan.

We are happy to announce that Leslie has recently become the mother of lovely baby girl.

Joy Mayo, currently Managing Editor of Sculpture Review, graduated with a B.A. in journalism from the College of Arts and Science of New York University in 1994.

She has written and edited for such publications as *Elle*, *Manhattan South*, *Washington Square News*, *The Huntington Record*, and, most important of all, *Schepp Connections*.

Joy's poem, "A Moment Alone", was published in the National Library Poetry Anthology, *Desert in the Sun*.

John Ransome Phillips, a painter, teacher, and native of San Jose, California, was granted a Schepp Fellowship in 1961. He earned his BA and Ph.D. from the University of Chicago and received a BFA & MFA from the San Francisco Art Institute.

His works have been exhibited in the U.S., Japan, Argentina and Brazil and are to be found in numerous private as well as corporate collections. John's studio is on Warren Street in Manhattan.

Richard Revesz was born and raised in Argentina, and graduated from Princeton with a major in civil engineering and from the Woodrow Wilson School of Public and International Affairs. He earned his masters in Civil Engineering from MIT and then went on to Yale Law School for his J.D. While there, he was Editor in Chief of the Yale Law Journal.

Currently Richard is Professor of Law at New York University School of Law—a position he has held since 1990.

Amber Sexton was born in New York City and is an undergraduate at the School of Visual Arts. She wants to be a professional photographer and film-maker.

Kristin Tobiassen earned her B.S. in Graphic Communication at New York University in 1992.

To help pay for her school and living costs, Kris worked full-time as a waitress. After graduation, she took a position with HarperCollins Publishers, and later, Burson-Marsteller Public Relations. For the last four years, she has worked as a freelance graphic artist, mainly for publishing houses such as HarperCollins, Macmillan, and Random House, among others.

Kris is a key member at the *Schepp Connections* team, in charge of both design and production.

The Questions We Asked

The following questions served as a jumping-off point for our discussion. If you'd like to send us your response to these questions, we'd be happy to print them in our next *Schepp Connections*.

- n What career and life-style expectations did you have when you completed your education?
- n What were your worries, concerns, hopes, goals, etc.?
- n How and when (during high school, college, after college) did you select your career goal?
- n Who and what influenced your choice?
- n What kind of peer, family, and social pressures did you feel as a student?
- n Do you have any advice for today's students who are faced with difficult career and life choices?
- n For Female Schepp Scholars: Have you encountered obstacles in your education or career path due to gender? If so, how have you dealt with them?

Keeping the Faith

Much has been written recently comparing the attitudes and beliefs of today's college students to those of students thirty years ago.

According to numerous articles and surveys, there appears to have been a marked shift from idealism to materialism, from social concern to financial worry, from the question of "why do I exist?" to "how do I exist?"

In 1967, 82% of entering students said it was "essential" or "very important" to "develop a meaningful philosophy of life"—making that the top goal of college freshman. Today that objective ranks sixth. Conversely, in 1967, less than half of the freshman said that to be "very well off financially" was "essential" or "important." Today, it is their top goal, endorsed by 74%.

(TIME, FEBRUARY 24, 1997, P.34)

Our roundtable discussion was held to see where Schepp scholars fit into these current trends. The good news, as is evident from the transcript of our conversation, is that they don't fit in at all. Schepp scholars have always been—and continue to be—idealists, working to change the world for the better and willing to make personal sacrifices to do so.

As a part of our selection process, Schepp trustees look for altruism and social commitment in scholarship candidates—and clearly are finding these qualities in abundance. Happily, the Schepp scholar remains committed to helping the disadvantaged, teaching the illiterate, curing the sick, saving the environment, and fighting injustice. And just as happily, the Foundation remains committed to finding and encouraging others like them to ensure that idealism will remain alive and well for generations to come.

us to change our expectations in spite of ourselves and often for the better. When I was little I wanted to be an investigative reporter. When I got older, I realized I didn't just want to report the news, I wanted to change it. That's why I went to law school. So I could be an advocate. So I could make a difference.



Edythe Bobrow takes notes on the discussion, as Joy Mayo listens.

Kathleen Fallon-Lambert '92: I grew up in rural Maine where logging is a big industry. People depend on it for their livelihood but at the same time, it pollutes rivers and poisons the fish. When I was a child, people were beginning to wake up to the need to protect the environment. I loved the woods and rivers and always wanted to be part of the effort to save them.

Richard Revesz '83: I came here from Argentina in 1975 and won a scholarship to study engineering at Princeton. Later I realized that lawyers could have an important impact on public policy so I went to

law school. Now I teach and write about environmental law.

Amber Sexton '99: I come from an abusive background where I always had to pick myself up and go on. Because of this background, I want to make films with substance, dealing with important issues that can help people. With a degree in film, I'll be able to work on big films for money and my own films for the satisfaction to trying to make a difference.

John: That's always the dilemma: how to do your important work, whether it's artistic or altruistic, and still earn your living. How do you keep the balance? For me, teaching art history was very rewarding but it got in the way of my own self-expression.

Amber: Parents worry about kids who want to go into the arts and don't care about money.

Leslie: I often felt the pull to be more commercial, more successful financially. But I resist it. When I left the security of a state job as assistant D.A. to start my own independent practice, it was like going into free-fall. But it was worth it. With a small practice, I can make more of a difference. I just have to put a lid on the urge to get too big, to make more money.

Kathleen: People tell you to work for the state for security and benefits. But it can be dulling, deadening.

Trustee: Now let's talk about mentors, how you selected your goals, who or what made the difference. Anyone?

Leslie: Well, I grew up in East Flatbush, Brooklyn, in a family that was very ambitious for their children. All my siblings were sent to college and expected to excel. We had to fulfill our parents' dreams because they had not had the opportunity to receive a higher education. Later, I worked as a secretary for a group of lawyers and they encouraged me to go to law school. Perry Mason was another inspiration!

Kathleen: My parents are both educators so for me, too, there was a strong family ethic that valued education. As for my career goal, I think it selected me. I grew up in Maine among mountains, rivers, and streams. My connection to the land was as strong as any relationship with an influential teacher or friend. I came to realize that I would be very fortunate if I could earn a living doing something I was passionate about. My participation in a "Women in Science" program at Harvard when I was in high school exposed me to high caliber scholars and broadened my perspective of what I might be capable of achieving. My attendance was funded by the Shell Corporation. This was my first experience with charitable giving and it instilled in me a sense that

there were others who believed in me and my potential to achieve. This strengthened my self confidence and contributed to a sense that I had an obligation to live up to their expectations. People who awarded me scholarships, like the Schepp Foundation, provided more than just financial support. They provided moral support, too, because they showed that they had confidence in me.

Leslie: That's so true. I used to call up Edythe in a panic if I happened to get a C at college. She always reassured me.

Sylvia: I come from a family of strong men and women who worked hard and fought for causes like the abolition of slavery, temperance, women's suffrage and birth control. I grew up in a 100 year-old farm-

house with my grandmother, Virginia Meriwether Davies, who was a horse-and-buggy doctor for 60 years, and my mother, who was a librarian and social worker before she became a farmer's wife. They offered example and encouragement but no pressure. When I was young, I wanted to act or write, but later I realized that I wanted something more scientific and was destined to follow in my grandmother's footsteps.

Kris Tobiassen '92: I was inspired by my working class parents who strongly encouraged all four of their daughters to go to college. I also had a high school teacher who was very encouraging.

Kathleen: Teachers are important. In elementary school, I was an average student. Then, when I was in sixth grade, a teacher sat me down



John Ransome Phillips, Trustee Ben Phillips, and Richard Revesz listen intently to Leslie Jones.

and told me he thought I could do much better and set a goal of straight A's for me. The next quarter, straight A's it was and I never looked back. I think this experience speaks to the power of having someone who believes in you at an early age, who instills the sense that the only limits are the ones you set for yourself and gently communicates a set of expectations and a way to succeed.

Richard: My mother inspired me. She was a Jewish refugee from Eastern Europe who went to Argentina where I was born. My father died young so we didn't have much money. But Mother was determined that I would go to college as she had done. In those days, colleges in Argentina were under siege by the government. They were dangerous places. That's why Mother wanted me to come to the US.



Leslie Jones addresses the group, while Sylvia Diehl and Kris Tobiassen look on.

Trustee: Okay, you've been motivated and mentored, chosen a career goal, received your diploma, packed

up your books and said goodbye to the world of academia. Now what?

Leslie: You have to start repaying your debt!

Kathleen: That's right. Reality sets in! In graduate school, my goal was to try to make a difference in the field of environmental conservation. My life-style expectations were simple—I wanted to live in a rural community where I could be close to the land. Income was not a high priority. But my naiveté soon wore off and I began to realize that my educational debt burden might not allow me to sustain a simple, rural life.

Amber: The pressure of having to pay back loans forces a lot of fine art students to switch to more commercial forms of art. It can really limit career choices.

Trustee: How many of you feel your career expectations were met when you got out into the real world?

Leslie: I have more than achieved my career goals. I made a major career change five years ago and opened up my own law firm. I wanted more autonomy and freedom to pursue a variety of areas within the legal field. I've been able to make the necessary adjustments and my practice has exceeded my expectations.

Sylvia: As I said earlier, my main worry was about managing a career in medicine and having a family at the same time. My career prayers were answered with an offer to join the staff of the Albert Einstein Medical School. A year later, our first daughter was born. I've been very lucky. I also feel my goal of making reproductive health care available to women, enabling them to act on personal life choices, has been met.

John: I've been lucky too. After teaching for many years, I'm now able to support myself with my painting alone.

Joy: I always wanted to be a writer and editor and that's what I am. I work in PR and do my own fiction on the side.

Kris: I feel I've achieved my career goal for the moment. But since my career is still young, I expect it will change, grow, evolve over the years. It has already changed since I began.

Richard: I had initially planned to go back to Argentina when I finished school but becoming a lawyer made that less feasible since law is country specific. I'm satisfied, however, teaching and writing about environmental law. I feel I am making a difference.

Kathleen: My goals haven't really changed since graduate school but my concept of success and my methods for reaching my goals have changed and expanded. I've learned to work with my brain as well as my heart, to be practical as well as passionate. After years of fighting for increased environmental protection, I've come to realize that change is rarely fast and complete. It's generally incremental, the result of painstaking efforts that include meetings, discussions, homework, negotiations and sometimes litigation. I've come to value the small, short-term gains made through diverse avenues.

Joy: I would say I've definitely achieved my expectations. I'm very happy in my apartment and in my career. And the good news is, I've only just begun. I'm still young and know that there are many more steps to the ladder and I have no problem or doubts about climbing them.

Trustee: This a question for our women participants—have you encountered obstacles in your career due to gender?

Sylvia: Bias against women certainly existed when I was choosing a medical school and specialty. Our class at Physicians



Kathleen Fallon Lambert and Amber Sexton.

and Surgeons had 10% women, which was high in those days, all of whom graduated and practiced medicine. One even became a neurosurgeon. The sexist pressure against women in surgical specialties did not relate to me since I am not cut out to be a surgeon anyway!

Kathleen: Surprisingly, I don't think I've encountered any significant obstacles in my career path due to gender. Part of this may be attributable to my belief that I am not disadvantaged by my gender. I know this is not the same for all women and that I've worked in progressive places of employment. However, that said, I've always been aware that I am usually one of the few women present at meetings—particularly those related to engineering.

Trustee: And finally, does anyone have any advice for students just starting out?

Amber: Watch out for debt. It's easy to get in way over your head. Try and raise as much money as possible without borrowing. Raising money for your education is good experience for raising money for artistic projects later on.

Kathleen: My advice would be simple—define your passion and follow it. Be cognizant of the burden of loans and other forms of debt. Work hard but remember to allow time to grow from extra-professional activities and interests. And, last but not least, be patient.

Joy: I would say that if you see something you want very much and are willing to work for it—one day it will be yours. ⁿ

Trustee Diana Herrmann’s Responses to the Roundtable Questions

What career and life-style expectations did you have when you completed your education?

I hoped for a career which would ultimately provide me with relatively significant responsibilities and challenges, as well as some means for creativity. While I wanted my career to have challenges, I did not want a job which would be all-consuming, because I wanted to have adequate time for my outside interests—I am a firm believer in the fact that one’s life should not be all work and no play. With respect to my outside interests, I wanted to continue to be an active volunteer, as I had done

throughout school and much of my upbringing. I also wanted to be able to participate in my outdoor, sporting, and travel interests.

What were your worries, concerns, hopes, goals, etc.?

I didn’t want to rely on my parents, or anyone else, for anything.

How and when (during high school, college, after college) did you select your career goal?

My specific goals changed several times. However, the fundamental principles always remained the same—find a reasonably challenging job with relatively significant

responsibilities, while having an outlet for creativity.

Who and what influenced your choice?

Some of my early-on volunteer or extracurricular work helped me make various decisions—when I realized that I really wasn’t cut out for certain activities or couldn’t take doing them for life (i.e. in high school, I worked on a volunteer ambulance and realized that although I liked helping people, I really didn’t like the sight of blood very much and had a difficult time dealing with the emotional aspect of certain things; so, I ruled out a

Scholar-Schepp News

Since the first “Schepp Connections,” we have been able to increase our giving. The average grant for the 1997-98 academic year was \$4,122 for undergraduates and \$4,738 for graduates. A breakdown of career goals is listed here. The additional 4 fellowships were awarded to an art historian at the Villa I Tatti in Florence, Italy, a fellow in the Environmental Studies Department at Dartmouth College and project director of the Hubbard Brooks Research Foundation, a doctoral candidate in the Jean Mayer School of Human Nutrition at Tufts University, and a fellow at the Rural Development Leadership Network in North Carolina.

Career	Undergraduate (87)	Graduate (82)
Art, music, film, etc.	13	12
Science, environment	4	6
Gov’t., law, policy	13	6
Nursing, therapy	13	14
Business, International Studies	7	2
Engineer	3	1
Psychology/Sociology	2	8
Research/Medicine	11	5
Social Work	1	9
Education	15	14
Public Health	4	3

Grants Approved:

New Awards	36 = \$133,500	26 = \$124,000
Renewal Awards	50 = \$221,000	54 = \$255,000
Total (subj. to revision)	86 = \$354,500	80 = \$379,000
Research Fellowships		4 = \$62,000

Grand Total: 20,316 awards = \$17,491,544
(from 1925 to end of academic year 1996-97)

career in medicine). Monetary pressures also became a consideration—I did not want to feel like I was always struggling to make ends meet, as I had witnessed at times throughout my childhood. I, therefore, adopted the attitude that certain interests were better meant as hobbies or potential volunteer work.

What kind of peer, family, and social pressures did you feel as a student?

Family influences and pressures were probably the strongest on me throughout my childhood and schooling years. My father and several other men in my family were very driven, Type A personalities. My family possessed strong ethical and family values, which became ingrained in me. The Protestant work ethic was particularly strong. There was also a sense of competition—to be the best. Both of my parents were active in volunteer work and preached its rewards. My observations of my family’s periodic monetary pressures also made an impression on me.

Social pressures or impressions which stand out in my mind include the Vietnam War, the oil “crisis,” and Watergate/President Nixon. Some of these caused me to question the values taught to me by my family.

Do you have any advice for today’s students who are faced with difficult career and life choices?

Don’t avoid things because you’re afraid of them. Do not be afraid to accept criticism. The grass often appears to be greener on the other side when it really is not. Book



Trustee Diana Herrmann.

smarts are not necessarily what it takes—vision, guts, and street smarts account for a lot. A degree from a good school does not guarantee open doors and opportunities—hard work, timing and the people you know are all very important, so make the most of all your connections and do not burn any bridges along the way. Look for the good in everything that comes your way and continue to build upon your past experiences.

Have you encountered obstacles in your education or career path due to gender? If so, how have you dealt with them?

I always had to adapt to having a role model of the opposite gender. Gender issues were accentuated when I worked in the oil and gas industry lending area which was dominated at the time by the “good ol’ boys.” When I joined my current company, there were no other “young” senior/executive women and few women with professional aspirations. The financial services industry continues to be one dominated by men in the senior positions, although things are slowly changing. I am a firm believer in the fact that capabilities will win out in the long run.

In order to gain further entry into certain arenas, I observed what the men did—for instance, much was accomplished during off-hours on the golf course. Despite the doubts of the one older, professional woman in our company, I was determined to take up golf and eventually be invited to play with the men. While my game could certainly use some improvement, the men are inviting me to play and I believe I am able to benefit professionally. n

Kudos—and a new Schepp grant—for Kathleen Fallon Lambert

Kathy Fallon Lambert has been awarded a Schepp grant to support her research in forest and wetlands ecology. Kathy grew up in a semi-rural part of Maine and developed an interest in local environmental problems caused by extensive logging. This interest grew during her undergraduate years at Dartmouth College, from which she graduated in 1990 with a BA in Sociology and Environmental Studies. She then did graduate work in Forestry Science at Yale (where she was a Schepp Scholar), receiving an M.F.S. degree in 1992.



Kathleen Fallon Lambert.

Kathy has worked extensively in the areas of sustainable forest management and water-quality maintenance. As her expertise grew, she concentrated on using scientific information to develop public policies to protect the environment. Currently she is Project Director at the Hubbard Brook Research Foundation of New Hampshire, a small organization that studies ecological issues in The Northeast Forest—one of the largest contiguous forests remaining in the United States.

Kathy has received her principal financial support (since 1992) from the Switzer Environmental Fellowship program of the New Hampshire Charitable Trust. She

is also a Research Fellow in the Environmental Studies Department at Dartmouth College.

The Leopold Schepp Foundation is pleased to continue supporting Kathleen in her important work.

What is the Hubbard Brook Research Foundation?

The Hubbard Brook Experimental Forest (HBEF) is a 3,160 hectare reserve located in Woodstock, New Hampshire in the White Mountain National Forest. The on-site research program is dedicated to the long term study of forest and associated aquatic ecosystems.

The Primary Goals of the HBES are:

- n to advance scientific understanding of forest and associated aquatic ecosystems;
- n to provide a scientific basis for the improved management of natural resources;
- n to provide educational opportunities for students; and
- n to promote public awareness of the importance of forest and associated aquatic ecosystems and concern for ecological issues.

Some Accomplishments

During the last 30 years, HBES has developed into one of the longest-running and most comprehensive ecosystem investigations in the world. It serves as a model for other ecosystem studies worldwide. In general, the work conducted at Hubbard Brook has been oriented toward applied research and management issues that are regional, national and global in scope. For example:

- n Acid rain in North America was first documented at Hubbard Brook in the early 1960's. Research on acid

rain and the acidification of surface waters at Hubbard Brook has produced data and information that has played an influential role in American and international assessments of this major environmental problem.

- n Harvesting trees by clear-cutting is an important management practice of the northern hardwood forest. Considerable research quantifying the effects of clear-cutting has been conducted at Hubbard Brook. This research has been instrumental in the development of techniques to minimize the impacts of clear-cutting on forests and streams.
- n In the mid-1960's aquatic studies were initiated on Mirror Lake, which is located at the base of Hubbard Brook Valley. Research and analyses have been on-going, and today Mirror Lake is one of the most intensively studied lakes in the world. The data and measurements from these experiments provide critical information for the management of lake ecosystems.
- n In the late 1960's, Dr. Richard T. Holmes and several of his colleagues at Dartmouth College began to study and monitor bird populations at Hubbard Brook. Hubbard Brook now has one of the longest and most quantitative records of bird populations in North America. These studies help contribute to better understanding of the factors which regulate populations of neotropical birds.
- n In 1988, HBEF was designated by the NSF as a Long-Term Ecological Research (LTER) site to study long-term patterns and trends in diverse ecosystems in the U.S. and Antarctica, and the response of these ecosystems to disturbance. n

Making New Connections

Thinking of a Mid-Life Career Change? Read on.

It starts as what you conclude was just a reaction to a bad day. You shrug it off as a passing bit of negativity. But it keeps returning, and with increasing frequency. Soon it's a nagging, full-blown realization that you're just not having fun at work anymore. Your morale hits the skids.

Mid-life is often a time when we become disenchanted with things as they are, especially things related to the careers that consume most of our waking hours. It is also frequently a time when we've ceased growing. Joseph Henry Cardinal Newman said in the 1800s, "Growth is the only evidence of life," so the mid-life crisis may be evidence that we have really ceased living in the usual sense.

Personally, I asked for early retirement at age 55 from what had been a very rewarding career with a wonderful company. I had reached a point in my life where I wanted a total change from the corporate world, something more entrepreneurial and interpersonal. Despite many mistakes in my unguided search for the right new career, I eventually found myself involved in, and happily obsessed with, career counseling of senior executives and professionals. I've learned a lot about career change since, both through formal education and from experience in counseling hundreds of quite remarkable people—heroes all in their own ways—whom I've helped to find the fulfillment they sought.

A few words of advice to those of you who are considering a career change. The first suggestion is to be cautious. Don't act on impulse or in anger; think carefully before you act. On the other hand, don't remain long in any job or situation that you're unhappy with. It's a big world full of exciting possibilities; find your niche in it!

The second is to think in broad terms

about what you would want from a new career. If you then decide to change careers, try to leave your present job with the best possible severance arrangement and with the goodwill of your employer. You undoubtedly could benefit from counseling before you act by a qualified, experienced consultant—preferably one who has been certified by the International Board of Career Management Certification. Some will give you free advice about how to negotiate your departure. If you do decide to follow through, they can be enormously helpful by identifying appropriate new careers for you to consider, preparing an effective resume, teaching you how to conduct your job search, and coaching you through the entire search and negotiating process. Their fee is usually based on your compensation in the last job and on the kind of support services you desire.

Other bits of advice

- n Get your family involved in your career decision; their lives will be affected to some degree by your change and they will accept it better if they have been part of the decision. Furthermore, such sharing strengthens family ties.
- n Make sure that your strongest skills can be used effectively in your new career; using them is the source of your satisfaction.
- n Consider your personal values in making your decision; violating them will destroy the fulfillment that most of us seek as we reach mid-life.
- n If you desire more compensation than your old career provided, whether needs-driven or ego-driven, make the career change before you reach your mid-fifties. Most organizations will judge that you

have too few working years left after that age to make a worthwhile contribution. And if your past annual direct compensation was six figures or more, negotiate, negotiate; it will be expected.

- n Finally, if you are financially secure, don't even think about retiring at mid-life into a situation where you would be doing nothing constructive. The vast majority of us need to remain "connected" to people and worthy pursuits to retain our zest for life.

—C. EDWIN HODGES

(Mr. Hodges is a member of the Schepp Board and Executive Committee, and the president of Incrementum, Inc., a career management firm in Stamford, CT.)



STAYING CONNECTED: NEWS ABOUT SCHEPP ALUMNI AROUND THE WORLD

Letter From China

Dear Leopold Schepp Foundation;

I am writing from a strange place—southern Yunnan Providence, China. I am traveling for a few months in Asia before I start the information technology consulting position I accepted at Price Waterhouse. I want to send my greetings from this exotic locale as well as update you to my activities senior year.

Running the Habitat for Humanity Club at Penn took up most of my time. Habitat for Humanity is an international volunteer organization that builds low-income housing and sells it at-cost to families. I convinced a local Habitat for Humanity affiliate in West Philadelphia to allow Penn to “adopt” a house to build. A tremendous amount of work went into organizing Penn’s Chapter. The club increased from a member of

one (me!) to a mailing list of over 200 people, went on trips to the construction site every Saturday, and started a corporate and local fund-raising drive. Running this organization was the single most enlightening and growing experience I had at Penn. I received the Penn Student Agency’s Award for my work with the Habitat for Humanity Chapter.

The scope of my senior design project required me to finish my two degrees—Bachelors of Science in Bioengineering and Bachelors of Arts in Environmental Studies—in August. My project involved working independently to design a device to be used in cell culture studies at the Dental School of the University of Pennsylvania. I also collaborated on a journal paper with a geology professor for whom I had worked during the year. The project involved a pollution study

for the Racoon Creek Marsh, just south of Philadelphia on the Delaware River.

I’m excited about starting work when I return to the States. I will be based in New York City, but the project locations range all over the country.

As to my future, I will see where my experience and interest in information technology will take me. I am still interested in environmental issues, and am considering graduate school in the area of sustainable development. Thank you for helping provide me with so many options through your financial support. I have had a solid yet varied education and an incredible number of experiences while at Penn.

*Rosemarie Mannik
Jinhong, Yunnan Providence
China
March 31, 1997*

A Life Dedicated to Fighting World Hunger



Dr. Martin Price.

Today an organization called ECHO (Educational Concerns for Hunger Organization) gives aid to over 3,000 people in 140 countries thanks to the relentless efforts of former Schepp scholar and Executive Director of ECHO, Dr. Martin Price. With a background in biochemistry, Price began his

career in research at Battelle Memorial Institute in Ohio. After working there for two years, he decided to leave.

“I felt that biochemistry was a good background for agriculture and that there might be unique opportunities there to do research relevant to Third World needs,” said Price in a recent phone interview.

He began as a volunteer consultant to a struggling group in Florida called ECHO (then Educational Concerns for Haiti Organization). ECHO was begun in the 1970s by an Indiana businessman after he and his wife took a church youth group on a work mission to Haiti. According to Price, it was founded with the best of intentions, but with no permanent staff and an inexperienced board. With that in mind, he called the founder and said, “there is only one way that we will ever be able to accomplish what we have been dreaming about, and that is if

one of us takes on the job full time.”

Dr. Price suggested that the group broaden its reach to world hunger, rather than just Haiti. So ECHO began growing edible tropical plants that weren’t widely used and introducing them to parts of the world that didn’t know about them. Later the name of the organization was changed to Educational Concerns for Hunger Organization. It began providing free technical backup and consulting to any non-profit or church group working in any Third World country.

All of ECHO’s resources are directed toward strengthening the work of others who are already overseas: missionaries, Peace Corps Volunteers and community leaders.

“For the first time in my career, I felt I was where God was calling me,” says Price who prides himself on believing that God is directing all the occurrences in his life.

A Word of Thanks

Dear Ms. Bobrow;

It has been my intention for many years to thank you for your help. The purpose of this letter is to encourage you in your work and to state unequivocally that without the Schepp Foundation much of my potential would have gone undeveloped and unused.

Though your assistance was solicited by a social worker on my behalf, there was little to recommend me. Among the records of 1953-54, you will notice that I was the son of a Mexican immigrant whose parents were functionally illiterate in English and had very little education in their own language. I had a mediocre (at best) school record and when Mr. Roberts approached you, I had just been expelled for smoking a pipe in a Mennonite school in Pennsylvania. I had no sense of direction or ambition.

I remember being interviewed by someone I believe was a member of the founding family and she gave me a book by Edward R. Murrow.

The Foundation sponsored me both in

my final year of high school and in college. I later graduated from Harvard University in 1970 with a Master of Arts in Teaching.

I can say with sincerity that much of what I have accomplished is based on my feeling that the Schepp Foundation and others gave me opportunities. Because of this, I have sought to give others a chance when the majority was in favor of bureaucratic foot dragging.

Please do not underestimate the influence of your deliberations, especially on those who seem to be momentarily lost and have not yet demonstrated great promise.

*Sincerely,
William F. Vorhauer*

Some of William Vorhauer's Accomplishments

Legal Assistant, Southern New Mexico Legal Services. Represented Spanish-speaking indigent clients before Social Security administrative law judges. Counseled battered women, and clients



William Vorhauer in Mennonite clothes at age 17.

with credit and real estate problems.

Desegregation Consultant, Michigan Department of Education. Designed desegregation plans, monitored rate and locations of desegregation, monitored faculty desegregation, designed minority recruitment strategy. Insured compliance according to regulations and guidelines. Informed Hispanic parents of the purpose and plans for desegregation. Conducted meetings with Hispanic citizens' groups in Detroit.

Now We're Connected to the Court of St. James!

We are proud to announce that Phillip Lader, a former Schepp Scholar, has been appointed to represent the United States as ambassador to the Court of St. James. Mr. Lader received Schepp grants for his undergraduate work at Duke University as well as for graduate studies at both the University of Michigan and Harvard Law School. (As if this weren't enough, he also managed to squeeze in a couple of years at Oxford). More recently, Mr. Lader was president of Winthrop College in South Carolina and served as Deputy Chief of Staff for President Bill Clinton. He left that position in 1995 to head up the Small Business Administration.

Ambassador Lader was sworn in by Vice President Al Gore at the State Department on September 12, 1997. In the wake of the emotional turmoil surrounding the death Diana, Princess of Wales, his time in the English capitol should be highly eventful.



Evolution of a Distinguished Career

I grew up in Galveston, Texas and fell in love with chemistry at about age twelve when my parents gave me a “chemistry set”—a common toy for kids back in the nineteen twenties. Throughout my high-school and undergraduate years I made a point of taking science, mathematics, and language courses that I thought would help me become a chemical engineer. In my senior year at the University of the South (“Sewanee”), R. B. Davis, the chemistry professor, told me that I was not going to be a chemical engineer, I was going to be a chemist, and that he was going to get



Ben Phillips.

me a scholarship at the Johns Hopkins Graduate School. Somehow he succeeded and thus I became a chemist instead of chemical engineer.

Summer jobs at large oil refineries near Galveston gave me an interest in industrial chemistry. My first job washing bottles in the analytical laboratory of the Shell refinery let me observe the interaction between scientists and engineers in the formulation and carrying out of industrial plans. After my second year of graduate study at Hopkins, I got a summer job in the Research Department of the Humble Oil Co. in Baytown, Texas. They asked me to try to replicate a reaction for making iso-octane that was described in a patent that had just been issued to The Anglo-Iranian Oil Co. (now known as British Petroleum). I carried out the reaction in a sealed glass tube under pressure and got a good yield of iso-octane—just

as described in the patent. The resulting excitement was amazing! Humble had just finished building a plant to make iso-octane another way. They never even started up the new plant! Instead, they took a license under the Anglo-Iranian patent, did detailed development work on the process, and converted their original plant to use the new process. The ready availability of iso-octane from the Humble plant in Baytown is said to have been a major factor that enabled the British to defeat the Germans in the “Battle of Britain” in World War II. (cf. Peter H. Spitz, *Petrochemicals, the Rise of an Industry*; John Wiley and Sons, 1988)

My occupational goal settled on industrial research because I saw how exciting it could be, how it benefited from teamwork, and how it could produce results of great value to society. After getting my Ph.D., I took a job with Carbide and Carbon Chemicals Co. (now Union Carbide) doing laboratory work in the rapidly growing new field of making plastics from petroleum sources. I did not serve in the armed forces during World War II because the country needed research chemists to work on the development of special fuel additives, lubricants, and building materials for military equipment. I thoroughly enjoyed this work at Carbide’s large technical center in West Virginia and managed to come up with many practical inventions that had industrial applications and led to 108 United States patents. I soon learned that the best discoveries are often made by accident—and that the discovery of one new chemical reaction often opens the door to many practical industrial uses.

As the years went by, I became more involved in organizing and directing research. Among the jobs I eventually held were Director of Chemical Research and Development, and Manager of Corporate Research. These jobs required frequent travel to other laboratories and offices in the United States and Europe to exchange technical and marketing information and to promote projects that we were developing at our own technical center. Also, there were

activities in professional organizations. For example, I served as Chairman of the Kanawha Valley Section of The American Chemical Society. I was also an associate editor of the A.C.S. journal, *Chemical Reviews*. Particularly interesting was volunteer work as a consultant for the U. S. Department of Agriculture’s Southern Regional Research Laboratory in New Orleans. This led to my two-year term as president of The Chemurgic Council, an organization founded by Henry Ford and Harvey Firestone to promote the use of renewable resources—e.g., agriculture products—in place of metals, petroleum, etc.

In 1967 I was named a “Chemical Pioneer” by the American Institute of Chemists and in 1988 I received the “Honor Scroll Award” of the New Jersey Institute of Chemists. It was nice to receive recognition for the value of my research.

Even though I had followed my original goal of working in the field of chemistry, the nature of my work certainly evolved in ways I had not anticipated. The excitement was still there, but I had to familiarize myself with a wide range of chemical technology instead of delving deeply into more specific problems, and much of my time was devoted to promoting ideas, organizing teamwork, and setting up budgets. I welcomed the variety and was glad to have received a liberal arts education before undertaking strictly technical studies. I think the part of my chemical career that I enjoyed most was being directly involved in the discovery and development of new reactions and processes. The later, more general work was fully as challenging, but it related more to other people’s discoveries than my own.

After retiring from Union Carbide in 1978, I did consulting work. Now, at age eighty, my consulting activities have dropped almost to zero, leaving me plenty of time to devote to The Leopold Schepp Foundation.

Dr. Ben Phillips
Trustee since 1980

Charles H. Anderson:

C Helping to Fuel the World

Charles H. “Andy” Anderson is a Schepp alumnus whose early love for the sea eventually lead to a successful career as an international consultant in the business and technical management of deep-water oil production.

Andy’s family lived in the New York/New Jersey area for generations. One of his grandmothers may have been an acquaintance of Leopold Schepp as they were members of the same church in those years. His sister, now Margaret Helmers, was a Schepp scholar before him. Finishing high school at sixteen, Andy applied for a Schepp grant which he did not win. After working several jobs for a year, he applied again and was successful. He also won a grant from the Charles Hayden Foundation. (Hayden was the donor of the planetarium that bears his name.) In 1939 Andy entered Stevens Institute of Technology (Hoboken, NJ), earning an ME in 1943.

After four years in the Navy, during World War II, Andy set out on a career with Esso Marketers, trouble-shooting field problems with fuels and lubricants. When Esso moved to Houston as Exxon, Andy departed and soon found a new career in offshore oil activity. First came Ocean Systems, Inc., a subsidiary that

Union Carbide had just set up to explore opportunities ranging from fish farming to petroleum drilling. This led to Shell International’s world-wide deep-diving center in Milan, Italy. Andy soon became fluent in Italian, having enjoyed both Latin and French in school.

Since most offshore operations involve syndicates consisting of several companies (US and other), there was a need for a liaison across geographical areas, as diverse as the North Sea, the Persian Gulf, and Indonesia. Rather than move his family to Italy, he opted for consultant status.

Home remained in Annapolis, but his family occasionally joined him on various European trips. When the “oil glut” slowed down off-shore drilling, Andy had time to enjoy family cruising on their 47’ ketch, sailing across Atlantic and back. Andy’s wife, Jeanne, and daughter Dana, were the sole crew members during many unforgettable weeks in the Mediterranean, enriching all their lives. In 1988 the New York Yacht Club awarded Andy their “Cruising Award”.

Andy’s first wife, Nancy, died of multiple sclerosis thirteen years after their marriage, leaving him with two sons, one a psychiatrist, the other a psychologist. He and his current wife, Jeanne, have a daughter whose specialty is interior design.

Andy says that his academic training in mechanical engineering was of great



Charles Anderson in 1939, at the age of 18.

value in his work. Without help from the Schepp Foundation, that diploma would have been considerably delayed. Looking back now, he would have chosen a broader curriculum with an international business flavor, but, of course, all education is part of “the journey”.

Andy and Jeanne are now living on John’s Island, South Carolina, and spend much of their time cruising in their well-appointed Maine lobster boat. They are enjoying life and feel very fortunate to be able to do so. Andy still appreciates the Foundation’s help in those years at the end of the Depression, when many youngsters had relatively few options for education or career. As he says, it’s now our turn to assist future generations.



Biblical Connections: The Second Deluge

Not water, this time, but mail—a veritable inundation of requests for application forms, thanks to the recent proliferation of scholarship service organizations and wider access to the Web.

When Executive Director Edythe Bobrow sent out a desperate S.O.S., a Noah’s Ark filled with trustees and friends arrived to help stem the flood. Would-be Schepp scholars received replies informing them that we already have far more applicants than we can possibly help—both this year and next!

Editorial Staff

Benjamin Phillips, *Trustee*
 Banning Repplier, *Trustee*
 Joy Mayo, *Contributing Writer*
 Kris Tobiasen, *Production Director*
 Edythe Bobrow, *Executive Secretary*

Printed by Binding Together,
 a non-profit organization

The Leopold Schepp Foundation
 551 5th Avenue, suite 3000
 New York, NY 10176-2597
 (212) 692-0191

Board of Trustees

Barbara Tweed Estill, *President*
 William L. D. Barrett, *Vice President*
 C. Edwin Hodges, *Vice President*
 Barbara McLendon, *Vice President*
 Samuel Thorne, Jr., *Treasurer*
 Kathryn B. Cashman,
Assistant Treasurer-Secretary
 Anne Coffin
 Sue Ann Dawson
 June L. Farmer
 Margaret R. Harris
 Diana P. Herrmann
 J. W. Kearny Hibbard
 C. Edwin Linville
 Linda B. McKean
 Margaret Ogden
 Benjamin Phillips
 Banning Repplier
 James G. Turino
 George R. Walker
 Eugenia B. Willard

Attention Readers

We want *your* contributions in our next *Schepp Connections*. We're looking for articles, poems, short fiction, anecdotes, jokes, photographs—anything you'd like to share.

Celebrate the Year 2000 With Us

Not just the new millenium but, more importantly, the 75th birthday of the Foundation! We're looking for suggestions on how to mark the occasion, so drop us a note.

Staying Connected: News about Schepp Alumni Around the World

Dr. Merwyn Bagan, our own Albert Schweitzer, on a medical mission in Asia

Dr. Merwyn Bagan was one of the early recipients of a Leopold Schepp grant for post-doctoral studies. He is a neurosurgeon with an impressive record.

A native of Millville, New Jersey, he attended Dartmouth College, where he majored in Philosophy. He then attended Boston University School of Medicine receiving his M.D. degree in 1962. This was followed by post-doctoral fellowships and resident experience in neurological surgery at the National Institute of Health and at The Johns Hopkins Hospital.

Merwyn received a Schepp grant in 1969 to study neurology and neurological surgery in England, and it was while he and his wife Carol were there that they both developed an interest in promoting medical science in developing countries.

On returning to the United States, he set up practice in Concord, New Hampshire, where he made a name for himself as an outstanding neurological surgeon. He served as President of both the New Hampshire Medical

Society and the American Association of Neurological Surgeons.

When Dr. Bagan retired from clinical practice in 1993, he and Carol elected to work in developing countries. He attended Boston University's School of Public Health, where he obtained a MPH Degree. The Bagans then took off for Nepal to help establish a neurosurgical unit at the Tribhuvan University Teaching Hospital in Katmandu—about a hundred miles from Mount Everest. After finishing their work in Nepal, they plan to undertake a public health project in another developing area—a possible location is Tblisi, in Russian Georgia.

We are impressed not only by Dr. Bagan's medical and administrative achievements but also by the way he has continually broadened his field of interest. Remembering the help he received from various sources in pursuing his own education, he has established a "student revolving loan fund" at Boston University School of Medicine.



Dr. Bagan and Colleagues in Katmandu.