



**Ann C. Schauber**  
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## **Professional Career**

**2006 – present** Executive Director and Senior Consultant, Caracolores, LLC  
Design and lead facilitation and training for educational, government and non-profit organizations focusing in intercultural communication, organizational development, program planning and evaluation, and organizational change.

### ***Sample Client List***

- Oregon State University
- City of Corvallis, Oregon
- Benton County, Oregon
- Linn Benton Community College
- Warm Springs Tribe, Education Division
- Yamhill County Commission on Children and Families
- National 4-H Council, Washington, DC
- Kidco Head Start, Linn County, Oregon

**2010-2012** Executive Director, Jwalaan Muktika School for Illumination  
Provided overall leadership and management of JMSI, a non-profit organization, managed \$420,000 annual budget and a staff of six.

**1978 – 2006** Faculty Member, Oregon State University  
*Emeritus Professor: 2006-present; Professor: 2002-2006;*  
*Associate Professor: 1985-2001; Assistant Professor: 1978-1984*

### ***Positions Held While at Oregon State University***

**2004 – 2006** Director, Interdisciplinary Studies, Graduate School (.5 FTE).  
Coordinated graduate level interdisciplinary programs (Water Resources, Environmental Sciences, Molecular and Cellular Biology). Led the Masters of Arts in Interdisciplinary Sciences, a cross-college program.

Diversity Specialist, OSU Extension (.5 FTE)  
Project Director, National Extension Diversity Center.

Provided diversity training and consulting on a cost recovery basis; shared faculty (.25 FTE) with CSREES, the higher education unit within United States Department of Agriculture (2004); conducted civil rights reviews in Oregon counties.

- 1998-2003** Diversity Leader, OSU Extension  
Led the OSU Extension Service to greater effectiveness in a culturally diverse society through (1) developing commitment and implementing efforts to hire faculty and staff from currently under-represented groups; and (2) providing education for current faculty, staff, volunteers, and community members in how to work effectively with culturally diverse communities.
- 1993-1998** Extension Agent and Director of Yamhill County Office.  
Led Family Community Leadership program – Marion, Polk, & Yamhill Counties; wrote bi-weekly column “In the Family” published in three local newspapers.
- 1978-1993** Extension Agent, 4-H Youth Development, Marion County.  
Recruited, led, managed, and supported 350 adult volunteers and 3,000 youth in the development of life skills.

## Education

Ph.D.	The Union Institute	1999	Intercultural Communication Organizational Change
M.S.	Michigan State University	1977	Community Development
B.S.	University of Delaware	1972	Home Economics, Communications

## Professional Development

- 2003-2012 Student, Jwalan Muktika School for Illumination
- 1998-2001 Fellow, National Extension Leadership Development Program
- 1993 Fellow, Summer Institute of Intercultural Communication, Pacific University, Oregon
- 1991-1992 Sabbatical Leave, studied language and Latin culture in San Jose, Costa Rica.

## Selected Publications and Presentations

### Book

Schauber, Ann C. (2002). *Working with differences in communities: An intercultural communication approach. A handbook for those who care about creating more inclusive communities*. Oregon State University Extension Service. (343 pgs)

### Refereed Publications

1. Schauber, Ann. (2001). Talk around the coffee pot: a key to cultural change toward diversity. *Journal of Extension*, 39, (6), Available: <http://www.joe.org/joe/2001december/a1.html>, 9pp.
2. Schauber, Ann. and Alan Kirk. (2001). Impact of a community leadership program on the volunteer leader. *Journal of Extension*, 39, (3). Available: <http://www.joe.org/joe/2001june/researchinbrief.html>, 8pp.
3. Schauber, Ann. (2001). Effecting Extension organizational change toward cultural diversity: a conceptual framework. *Journal of Extension*, 39, (3), Available: <http://www.joe.org/joe/2001june/feature.html>, 7pp.

### Invited Presentations with Published Paper in Proceedings

1. Schauber, Ann. (2003). Communicating effectively with Hispanic employees. *Proceedings of the 7<sup>th</sup> National Dairy Calf and Heifer Conference*. Green Bay, WI. Professional Dairy Heifer Growers Association, pp. 69-76, 400 distributed. 300 participants.
2. Schauber, Ann. (2001). No see-um's: hidden aspects to communicating with your Mexican workers. *Proceedings of the 5<sup>th</sup> Western Dairy Management Conference*. Kansas State University Agricultural Experiment Station and Cooperative Extension Service, pp 133-137. 2,000 participants.
3. Schauber, Ann. (2000). From the individual to the organization: Our cultural roots affect our decisions. Paper presented at the meeting of *From Science to Management and Back: a Science Forum for Southern Ecosystems of British Columbia*. C. Hollstedt, K. Sutherland, and T. Innes, (editors). Southern Interior Forest Extension and Research Partnership, Kamloops, B.C. Canada. pp 15-16. 300 participants.

## Invited Presentations

1. Schauber, Ann. (2004). *Dynamic tension in creating change toward an effective multicultural organization*. CASD/CASE States Conference, Colorado State University, Englewood, CO, 45 participants.
2. Schauber, Ann. (2004). *Understanding your score in the Intercultural Development Inventory: A message for organizational change begins with the self*. Benton County Employees, Corvallis, OR, 10 presentations, 200 employees.
3. Schauber, Ann (2004). *Deepening our Understanding of Diversity Issues*, North Central National Extension Leadership Development Diversity Seminar, Montgomery, Alabama, 3 days of facilitation, 100 participants.
4. Schauber, Ann. (2003). *When Silence is not the Appropriate Response to Destructive Comments*, Silvertown Hospital, 50 participants.
5. Schauber, Ann. (2003). *Building Inclusive Communities*, Arts and Culture Festival, Blue Mountain Community College, Pendleton, OR. 3 presentations, 70 participants.
6. Schauber, Ann. (2003). *Next Steps in Creating More Inclusive Communities*. Northeast District All-Faculty/Staff meeting, University of Wisconsin, 75 participants.
7. Schauber, A. and G. Broadwater. (2003). *Extension Virtual Diversity Center*, National Extension director/Administrator Conference, Ft. Lauderdale, FL. 100 participants.
8. Schauber, Ann. (2003). *Working Together Cross Culturally on a Board*, National Extension Association Family Consumer Science Board, Salt Lake City, UT. 15 participants.
9. Schauber, A. and M. Montebianco. (2003). *Working with Cultural Differences in Schools*, Washington County Public Schools District, Forest Grove, OR. 15 participants.
10. Schauber, Ann. (2003). *Working with Differences with Extension Clientele*, University of Idaho Extension, Coeur d' Lane, ID. 120 participants.
11. Schauber, Ann. (2003). *Working with Differences in Communities*, International Community Development Society, Pre-conference Workshop, Cornell University, Ithaca, NY. 15 participants.

## Research Reports

1. Schauber, Ann. (1999). *Assessing organizational climate: First step to diversifying an organization*. Ph.D. Dissertation, The Union Institute, Cincinnati, OH. 205 pp.
2. Weber, B., A. Schauber, and R. Mason. (1996). *Livability in Yamhill county: Opinions of Yamhill county residents*. Oregon State University Extension Service Research Report, Corvallis, OR. 31pp. (400 distributed)

## Curricula

1. Schauber, A. (2003). *Intercultural Communication*, 10 week on-line course. OSU Extended Campus (pilot test, 21 participants) (5 week adaptation, 22 participants).
2. Schauber, A. (1999). *Cultural Competency Trainer Resource Notebook*. Office of Personnel and Organizational Development, OSU Extension, Corvallis, OR. 159 pp. (40 distributed).
3. Schauber, A. (1994, revised 1996). *Intercultural Communication. Family Community Leadership Trainer Notebook*. Oregon State University Extension Service, chapter, 40 pp. (620 distributed).
4. Schauber, A. (1996, revised 1997). *Creating Inclusive Communities*. Teaching packet for community professionals who work with youth and families. OSU Extension, Yamhill County Office, McMinnville, OR. 39pp. (1200 distributed).

## Popular Media

### Web Site

Schauber, A. (Creator, Project Director) 2001-2006. National Extension Diversity Center. <http://www.ediversitycenter.net>. (30,000 hits per month). The Center has become a part of the National eExtension project, an online information system for the Extension Service. [www.extension.org/diversity](http://www.extension.org/diversity)

## Selected Awards

1. Extension Committee on Organization and Policy's National Extension Diversity Award, 2006.
2. National Communicator Award. Personal Column. 1996. National Association of Extension 4-H Agents.
3. Distinguished Service Award. 1987. National Association of Extension 4-H Agents.

4. Mary W. Wells Memorial Diversity Award. 1997. Oregon Extension Association of Family and Consumer Science.
5. Western Regional Communication and Media Awards, (News Article: First Place; Radio Spot: Second Place). 1996. National Association of Family and Consumer Science.
6. State Team Award, Cultural Diversity. 1995. Oregon Gamma Chapter, Epsilon Sigma Phi.
7. OSU Professional Development Award. 1997. President's Commission on the Status of Women

### **Recent Service**

1. Oregon State University Housing and Dining Services, Human Relations Advisory Board, 2008- 2011.