For the past decade, the Center for the Education of Women has enjoyed a successful partnership with the Alfred P. Sloan Foundation—a major philanthropic organization established by the former president and CEO of General Motors Corporation in 1934. Through its Workplace, Work Force and Working Families Program, the Sloan Foundation supports projects and research designed to create more effective, flexible careers for American workers, including those in the academy. CEW has long shared Sloan’s interest in improving career flexibility for higher education faculty and staff, and we have been the grateful recipients of several Sloan Foundation grants to support our research.

Sloan Project Evaluates Working Conditions

For example, Center researchers Louise August, Jeanne Miller, and Jean Waltman, with the support of graduate student assistants, are in the midst of a major three-year, Sloan-funded project. As part of that project, they are:

■ Evaluating data from a nationwide web-based questionnaire, which they administered in December, 2005. The goal of the survey is to gather and disseminate information about the working conditions of non-tenure track faculty at various types of higher education institutions across the country. This category of academics, who do not enjoy the permanent status and other career benefits of tenure, is increasing in number. According to a recent A&U report, full- and part-time non-tenure track appointments account for three out of five new faculty positions. These non-tenure track faculty are primarily classroom instructors with minimal publication requirements, and a majority of them are women.

Continued on page 6

For the last two years, the Center for the Education of Women has taken a state-wide leadership role in investigating the potential impact of the proposed Michigan Civil Rights Initiative (MCRI) facing the voters this November. We released our first research paper, The Gender Impact of the Proposed Michigan Civil Rights Initiative, in March 2005 and the second, The Potential Impact of the Michigan Civil Rights Initiative on Employment, Education and Contracting, in June 2006. Both papers, written by Susan Kaufmann, explore the consequences in California of the 1996 passage of Proposition 209, a nearly identical constitutional amendment adopted by ballot initiative, as a means of identifying probable effects in Michigan. The papers, along with research briefs and accompanying information and resources, are available on the Center’s website at www.cew.umich.edu.

Across the State

Since March 2005, CEW staff members have been speaking to organizations across the state, sharing our research findings. Audiences have included the annual conferences of the Michigan Women’s Studies Association, the Michigan Women’s Network of the American Council on Education, and the American Association of University Women. We have made presentations to the Michigan Civil Rights Commission and the National Council for Research on Women, to groups at Oakland and Eastern Michigan Universities, and to a number of organizations within Washtenaw County. We are scheduled for numerous engagements throughout the fall, including the University of Michigan–Flint, Michigan Technical University in Houghton, a coalition of women’s organizations in Traverse City, the Michigan Nonprofit Association and others.

Our Commitment

Why is the Center so committed to conducting research and educating the public about the likely impact of the MCRI? It would immediately eliminate, by constitutional amendment, affirmative action and outreach activities in education, employment and contracting undertaken by public colleges and universities and by state, county, and local and municipal governments that take into account gender, race, ethnicity, and national origin. It will probably lead to a long succession of lawsuits seeking to establish the scope and interpretation of the amendment and is likely to have broad consequences, as described in the research papers and the accompanying article (see page 3.) Evidence from California indicates that Prop. 209 has diminished opportunity in several important regards. Research suggests that affirmative action will remain an effective tool for Michigan as our leaders and residents struggle to improve our economy by increasing access to education and employment opportunities.

See related article on page 3

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FROM THE DIRECTOR

CEW has long identified and responded to challenges to women's progress as well as emerging opportunities for women. We continue to do so on many fronts, on-campus, statewide, and nationally.

In the past several months, CEW Associate Director for Advocacy Sue Kaufmann has become known across the state for her extensive research on the potential impact of the Michigan Civil Rights Initiative, a ballot proposal being put before Michigan voters in November 2006. Because the proposal is modeled on California's Proposition 209, which was passed in 1996, Sue has been able to review the results and outcomes of that proposition. The impact on women of this California proposal over the past decade has been measurable, and CEW is particularly interested in examining potential gender impacts in Michigan of a similar change to the constitution.

Tracking the progress of women in academia has been one of CEW's strengths over its four decades. We have broadened that focus to include exploration of the work lives of faculty and academic researchers. Flexibility in career paths, family-friendly policies, and differences between tenure track and non-tenure track faculty are areas of CEW research and advocacy. Our Sloan Foundation projects, which are described in the article beginning on page 1, address these issues at the national level. Along with the President's Advisory Committee on Women's Issues, the advocacy and policy arm of CEW ensures that these issues remain visible on the UM campus.

Additionally, both on this campus and nationally, opportunities for women to develop leadership skills are somewhat limited. Costly leadership training programs are available to only a few, and many leadership programs are not focused on women or gender issues. At UM, CEW is offering a nine-month leadership program for selected mid- and upper-level staff women, the Advanced Leadership Series. The Deans of several UM Schools and Colleges have also identified the need for leadership development for women faculty, particularly newly-tenured faculty.

Nationally, Campus Women LEAD, an affiliate of the American Association of Colleges and Universities, has begun a new initiative focusing on leadership training for women that stresses inclusion and institutional change. I am currently involved in the development of this new national program and am quite excited about the possibilities of cross-fertilization of concepts and practices between CEW programs and the Campus Women LEAD program. I will continue to contribute to the design of these leadership training workshops and as a liaison between the Michigan programs and the national one.

Whether working with individuals as they make life choices, providing training opportunities for emerging women leaders, or conducting research that can affect policies and programs that enable women to succeed, CEW continues to address the concerns and the possibilities facing women, not only on campus but across the country. As always, I hope that you find some useful and inspiring information in this newsletter and invite you to join us in our work.

Women of Color Task Force Celebrates 25th Anniversary

The University of Michigan Women of Color Task Force (WCTF), sponsored by CEW, the Office of the Senior Vice Provost, Human Resources Affirmative Action office and the UMHS Human Resources Office, will hold its 25th anniversary celebration on Friday, March 2, 2007, at the Rackham Auditorium and the Michigan League. This conference is the largest career development event for UM staff and features 50 professional, financial and personal development workshops, a networking luncheon, vendors and a special keynote speaker. This anniversary celebrates years of dedication and planning by a committee of women of color staff who were dedicated to providing a venue that offered career development training for all University employees. A pictorial history of the Task Force will be on display as part of the celebration.

The 2006-07 officers of the Task Force are Lucy Brown, Ross School of Business; Joyce French, ISR; Elizabeth Mimmis, School of Education; Michelle Rosemond, LS&A Comprehensive Studies Program; and Grace Wu, UMHS Psychiatry Department. This newly elected executive team will work with WCTF Program Coordinator, Janice Reuben, and the other 28 Task Force members to plan and execute several projects throughout the coming year. More information about the Women of Color Task Force can be found on the CEW website: www.cew.umich.edu/faculty-staff/wctf.htm
The Potential Impact of the Michigan Civil Rights Initiative on Employment, Education, and Contracting

Research on the outcomes in California, following adoption there in 1996 of a constitutional amendment called Proposition 209 that is nearly identical to the Michigan Civil Rights Initiative (MCRI), suggests that, if approved by the voters of Michigan in November, the MCRI is likely to have a broad impact on employment, education and contracting in our state.

Although described by its supporters as a civil rights effort, the MCRI, like Prop. 209, appears to confer no additional civil rights on the basis of race, gender, ethnicity or national origin. Prop. 209 has resulted in the elimination of services such as college preparation programs for students of color, summer science programs for girls, outreach to notify minority- and women-owned businesses of government contracting opportunities, and funding for training of minority doctors and nurses. It has ended the requirement that California boards reflect the population of the state and resulted in the end of numerous voluntary K-12 school integration efforts.

Following the passage of Prop. 209, the state of California also experienced significant decreases in:

- government contracts awarded to minority- and women-owned businesses
- the percentage of women working in the construction trades
- hiring of minority and female university professors in the University of California system
- the percentage of African American and Native American students at the University of California and California State Universities

The impact on under-represented students of color at the University of California has been severe. In 2006, UCLA, which is located in the county with the second largest African American population in the United States, will enroll the smallest number of entering African American freshmen since at least 1973. The sharp drop in minority enrollments in law, business, and medicine is raising serious concerns about the supply of physicians willing to serve in underserved areas of California and about the development of leaders ready to serve that state, especially in communities of color.

Programs that could be affected by the MCRI

Should the MCRI pass in Michigan, the following kinds of programs could be eliminated or amended, depending on interpretation of the MCRI by the courts: education outreach programs including science, math or technology programs for girls; recruitment and support programs for high school and community college students in career education programs that are nontraditional for their gender, such as men in nursing or early elementary and women in engineering or the skilled trades; and scholarships that are specifically targeted for women or members of racial, national or ethnic groups, including students descended from various European nationalities.

California's experience also suggests that Michigan could expect ongoing legal challenges against the state, counties, municipalities and school districts that are perceived, rightly or wrongly, as operating educational, employment or contracting programs that impossibly consider race, gender, ethnicity or national origin.

Access to Education Key

The Cherry Commission, the authors of A New Agenda for a New Michigan, and other Michigan leaders have recently emphasized that revitalizing the Michigan economy requires all Michigan citizens to have the broadest possible access to education. In order to attract or create knowledge economy jobs, we need well-educated workers and creative innovators, the Cherry Commission concluded. For some of our citizens, some experts have found, affirmative action in its broadest sense, including outreach efforts, pre-college programs, and other means of increasing access, remains an important avenue to opportunity.

The Michigan Civil Rights Initiative, if approved by the voters of Michigan in November, is likely to have a broad impact on employment, education and contracting in our state. We can predict this because of the outcomes in California, where a nearly identical constitutional amendment called Proposition 209 was adopted in 1996.

Michigan's schools are among the most segregated in the country. Segregated schools attended by minority children often have high concentrations of poverty, high teacher and student turnover, less access to advanced courses, and other barriers to educational attainment. Women in Michigan who work full-time, year round earn 67 cents to every dollar earned by a comparably employed man, ranking Michigan 49th among the states for gender equality in wages. Nationally women still lag significantly behind men in physical sciences, technology, engineering, mathematics and business degrees, and therefore in the well-paying jobs for which those degrees are required, as well as in the skilled trades and other heavily "male" jobs.

Erosion of Opportunity

Evidence from California indicates that Proposition 209 has eroded or eliminated previously legal, court-sanctioned efforts by state and local governments and educational institutions to reassert to women and minorities in order to reverse historic discrimination and exclusion by providing fair and equal access to opportunity. Affirmative action, research suggests, remains an important tool for disrupting old patterns of exclusion and segregation, promoting diverse classrooms and workplaces that foster innovation, ensuring equity, meeting the country's workforce needs, generating upward mobility, and creating a diverse cadre of leaders prepared to lead Michigan and the nation through a difficult period of economic transition. Expanding opportunity benefits women and men of all racial and ethnic groups by developing the state's and the nation's talent pool and stimulating economic growth. The choice Michigan makes in November will, therefore, have a long-term impact on our future.

This article was based on a previously published guest editorial in the Detroit Free Press by Susan Kaufmann.
In July 2001, CEW helped inaugurate the University’s “The Michigan Difference” campaign with an ambitious goal to raise $3.5 million dollars by December 2008. While modest compared to many colleges, schools and units on campus, this amount represents approximately 70% of the Center’s then-existing endowment and is thus proportionally similar to the goals of other units.

The public phase of the campaign began in May 2004 and, as we near the halfway mark, CEW is delighted to announce that we have raised 104% of our overall goal. We are thrilled with this progress and grateful to each of you who has selected the Center as a recipient for your philanthropic gift. We do not take your generosity for granted, and we remain indebted to you for your partnership.

Within the Center’s overall campaign goal, we identified several specific initiatives that are key to our continued success – each with its unique mission, financial needs and objectives. Several of these particular areas have been supported by a large number of you, raising more money than we had originally set out to do. This wonderful news means that CEW can expand its reach to our client base.

Other key individual CEW campaign goals still need your consideration: the Counseling and Program Fund ($56K left to raise); the Research Fund ($400K left to raise); the Library Fund ($58K left to raise); and the Special Initiatives Fund ($185K left to raise). All of these important funds sustain work that goes on daily at the Center.

We celebrate the wonderful generosity that many of you have already shown us, and we ask others to consider supporting our mission: “Changing great potential to great achievement” for today’s and tomorrow’s participants.

For more information about the status of the Campaign and how you might participate in this partnership, please contact Beth Hallohan, Director of Development (998-7689 or bethhall@umich.edu).

“We because of my strong convictions about empowering women and the merits of higher education, I have long considered it a privilege to support CEW as a donor and as a member of the Leadership Council. At this time of celebration, I salute their multi-talented leaders and the skillful and dedicated way they go about accomplishing their mission. There IS a Michigan Difference and a CEW Difference too. I rejoice in being part of the team!”

Molly Dobson, CEW Leadership Council Member
ANNE LADKY:
TWINK FREY VISITING SOCIAL ACTIVIST AWARD RECIPIENT

The Center is pleased to announce that Anne Ladky, Executive Director of the Chicago-based organization Women Employed, is the latest recipient of the Twink Frey Visiting Social Activist Award. Ladky, who will begin a one-month stay at CEW in February 2007, is a nationally recognized expert on women’s employment, equal opportunity, workforce development and career advancement. Women Employed focuses on working conditions, access to education and training, and delivery of information and tools to help women in low-paying jobs pursue better positions. While at the Center, Ladky will consult with experts in the fields of communication, public policy and economics to help her design a model for changing how and what we think about low-wage work. She will also speak to a variety of groups about issues related to women’s workforce development. We are thrilled to have Anne Ladky join the Center to advance this important policy dialogue.

“I want to make sure that the Center is available to help women evaluate the possibilities of their lives and select a course that will maximize their potential...Investing in any one individual to realize their full potential also insures that the entire community is made stronger.”

Evelyn Kennedy, friend of the Center

SOCIAL JUSTICE AND ECONOMIC EQUITY

Evelyn Kennedy is a wonderful example of how each of us can make a difference in the lives of countless others. A native of Flint, Evelyn is an alumna of the University of Michigan, with a 1949 degree from LS&A, the mother of three children, and an avid Michigan football fan. Her late husband, Bob, was a graduate of UM Engineering in 1948; and received his MBA from UM in 1950.

Evelyn believes passionately in social justice and economic equity. She knows that education is the one consistent predictor of a person’s financial independence and ability to participate fully in society. Evelyn is equally aware that gender differences continue to exist in some aspects of education, including academic discipline and career choices, access to employment, career trajectories and wages.

Determined to helping solve such gender inequities, Evelyn selected CEW as her partner. Her campaign commitment to the Center’s Counseling and Program Fund enables us to offer educational guidance and to teach career skills to women (and men) throughout the Ann Arbor community. As Evelyn explains, her financial support is the one way “I want to make sure that the Center is available to help women evaluate the possibilities of their lives and select a course that will maximize their potential...Investing in any one individual to realize their full potential also insures that the entire community is made stronger.”

CEW is thrilled to be the recipient of Evelyn Kennedy’s generosity. It is yet another example of how much can be achieved when concerned people look outside themselves to help others.
Leadership Council member Rob Oliver and his wife Alyson Robbins first became aware of the Center for the Education of Women in 2002. Going through the papers of his mother Linda Rider, who had just died, Rob and Alyson found evidence that Linda had at one point in her life relied upon the Center’s services.

“I’m sure that CEW played a role in helping Mom decide to return to school and in helping her through the process once she’d made that decision.” And so Rob and Alyson established the Linda Rider Scholarship, which was awarded for the third time at the April 2006 CEW awards ceremony. “We want to honor my mother’s accomplishment of enrolling at the University of Michigan at age 41; and to offer encouragement to other undergraduate women who find themselves in similarly difficult positions as single mothers with limited incomes.”

In addition to CEW, Rob and Alyson devote their time to issues of domestic violence. In her practice, Alyson provides legal services for domestic violence survivors. Rob, who volunteered with Safe House earlier in his life, is reestablishing his association with that organization. He’s currently a member of Safe House’s outreach speakers’ bureau. It is, says Rob, their awareness of and involvement with the problem of domestic violence that in part led them to become involved at CEW—knowing that such problems often lead women to seek help at CEW in order to find jobs, improve their economic situations, and thus be able to leave abusive relationships.

Rob Oliver has been a member of the Leadership Council since September 2005. During that time he’s learned a great deal about CEW. He says that, while the scholarship program may be the most public aspect of the Center’s work, and the one thing he knew about in the beginning, he’s become impressed by the counseling and the research as well. “So many good things go on at CEW, things it’s easy to be a champion for.”

“The scholarship program is good for women at crossroads, trying to figure out where they want to go. But it’s wrapped around lots of other services, like the counseling and the library.” And, he says, there are also the advocacy efforts and research: “Lots of smart people researching important topics.”

Rob also appreciates the fact that CEW services are widely available, not just for the university and not just for women. “I’m impressed that the Center helps the whole Ann Arbor community, men and women.”

According to CEW director Carol Hollenshead, Rob is an ideal addition to the Leadership Council. He brings a valuable perspective and financial expertise. In addition, Rob is connected to CEW by a compelling personal story of how the Center affected his family.

If you would like to speak with Rob Oliver about some aspect of the Center’s activities, including how you can become involved in CEW’s life, please contact Beth Halloran at 734.998.7898 or bethhall@umich.edu.

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Sloan Study (Continued from page 1)

Louise August and graduate student Gillia Smith traveled to Chicago in May to present Non-tenure Track Faculty: Where Commonly Held Beliefs and Research Diverge, a report of some of the survey’s preliminary findings. A summary of their presentation is available on CEW’s website.

- Preparing four written reports for a nation-wide audience of higher education faculty, administrators, and researchers. The purpose of these reports is to share information and offer advice about implementing flexible career policies; and to present findings about the conditions of employment for non-tenure track faculty. The first, Family-Friendly Policies in Higher Education: Where Do We Stand?, is available on the CEW website. Designing and Implementing Family-Friendly Policies in Higher Education has just been published and is available by request.

- Creating a database, entitled the Academic Workforce Clearinghouse. CEW’s Jeanne Miller and graduate intern Devon Persing have developed this on-line resource, which will provide higher education faculty, administrators, and researchers access to a wide range of information about the academic workplace.

The Center has also recently received another Sloan grant. It will allow Louise August and her colleagues to follow up on an earlier Sloan-funded project, managed by CEW’s Beth Sullivan. Both Beth’s original 2000 Faculty Work-Family Policy Study and the upcoming version assess the types of work-family policies available to faculty at different types of colleges and universities and the criteria by which policy use is circumscribed.

CEW is proud to be a national leader along with the Sloan Foundation in advocating for policies and practices that allow employees both to advance their careers and to be flexible in the ways they schedule their work hours, fulfill their duties, and use their leave time to deal with pregnancy, childbirth, parenting, and other dependent care responsibilities.
CEW Continues at the Forefront of Women’s Leadership Development

CEW has long been involved in developing women leaders. In the past few years, CEW staff have piloted, evaluated and improved upon several models of leadership training programs for graduate student women leaders and for campus staff leaders.

In 2005, CEW created a new model of the Advanced Leadership Seminar (ALS) for middle and upper management staff, combining the best features of two previously offered program series. Program participants spend nine months attending training sessions, working together in groups and completing individual projects. The program covers topics such as Systems Change, Inter-Cultural Leadership, and Leadership Vision and Values. “I am proud to be a graduate of the course,” responded one participant on the course evaluation.

The 2006-2007 Advanced Leadership Seminar will start this month with an expected 26 participants, chosen from over 75 women, all of them nominated by their unit directors as possible participants. With support from Human Resources and Affirmative Action, the Medical Center Human Resources office and the office of the Secretary of the University, this year's program will again provide learning, support, and practical engagement to participants from across campus.

Among the outcomes identified by participants in the 2005-2006 ALS program we’re growth in personal, professional, and leadership confidence. Many indicated that the time they spent discovering their leadership style built their self-confidence. In addition, for many the chance to identify strengths and weaknesses allowed them to focus on professional development. “I have had discussions with my boss and other how they work to see the big picture...I’ve always known it was a weakness for me, and this motivated me to learn more about that,” reported one ALS participant.

With participants representing units ranging from Facilities to academic departments, to the Medical Center, and to Student Affairs, this program’s impact is felt across the University. One participant noted, “Meeting people from across the university has helped me to see how my actions can impact other areas and how we can benefit from each other's knowledge and experiences.”

“I also have a better understanding of the University process and see what other women have done within the University,” responded another participant. Providing women with leadership training and introducing them to other women leaders are both important aspects of this program. Not only is CEW helping to build women leaders at UM, it is also facilitating a network of women with identified leadership capabilities and an interest in developing themselves and others.

On the national front, CEW Director Carol Hollenshead continues her involvement with leadership training for women in academia. She serves on the national and Michigan Executive Boards of the American Council on Education Network. The ACE Network chose CEW to host the first Regional Forum for Women Leaders, a program for experienced faculty leaders who aspire to high-level administrative posts. This Forum attracted participants from six midwestern states.

Hollenshead is also a member of the steering committee for the national organization Campus Women LEAD, a new affiliate of the American Association of Colleges and Universities’ Office of Diversity, Equity and Global Initiatives. Dedicated to honoring, strengthening and mobilizing the leadership of women in support of inclusive excellence on our campuses, Campus Women LEAD steering committee members have been creating a model for “Women’s Inclusive Leadership” workshops. As these workshops are developed, we anticipate that CEW will become a site for offering them.

The workshops emphasize multi-cultural and change-oriented leadership development. They seek to promote women’s leadership as an everyday, every where practice that functions at its best when it builds multicultural alliances across different groups of people, sectors, and levels. The training is focused on leadership rather than career, multicultural alliance building, and strategic planning through understanding the institutional landscape.

Through this national involvement, CEW continues to affect the development of women leaders nationally as well as to support women leaders on our own campus. By tapping the great potential of women poised for leadership opportunities, we help enable them to reach impressive goals.

“Building Your Financial Future” CEW Workshop Series

As CEW plans programs and workshops each year, we consider the concerns and issues that women are bringing up in counseling appointments. Many of the women and men who come to CEW to consult with a counselor are experiencing life transitions, and often these transitions are the result of, or result in, financial difficulties. Students are often struggling with debt from tuition and living expenses. Career changers may have lost jobs or had periods of unemployment. Women returning to work after a break may be underemployed or face long job searches. Many of our participants are experiencing the impact of Michigan’s struggling economy.

In response to this increase in financial concerns, our programs this year will include a series of workshops and programs aimed at financial education. With the theme “Building Your Financial Future,” these workshops complement CEW’s other offerings on building careers, building leadership skills, and planning for the future.

The financial series begins this fall term and will continue into the winter. For more information on specific programs, or to register for any of these programs, consult CEW’s website at www.cew.umich.edu/programs.htm

Financial Independence for Women Graduate Students and Post-Doctoral Fellows, Beth Marshall, Tuesday September 12, 4:00-6:00 pm

Building Your Financial Future Series: Personal Finance 101, Rob Oliver, CFP® Olver Financial Planning, Monday November 6, 5:00-6:30 pm

Building Your Financial Future Series: Credit and Debt Management, Kathryn Greiner, Budget Counselor, First of Wshenaw Saturday November 11, 9:00 a.m.-12:00 pm
Scholars in Residence Augment CEW’s Research Program

In September, Aimee Cox will be joining CEW as a Research Fellow. This two-year position was made possible through generous funding from the Office of the Provost and through the Jean Campbell Research Fund. Aimee has just completed her Ph.D. in Anthropology and her dissertation research focused on identity development of minority adolescents involved with the Alternative for Girls program in Detroit. Aimee will continue to pursue her research on the multiple identities held by minority women, particularly around social mobility. Working with the Women of Color in the Academy Program, she expects to conduct qualitative research on the ways that women of color faculty navigate the academic setting. She may also have the opportunity to examine the climate and identity issues faced by minority graduate students. This two year post-doctoral appointment provides Aimee with a setting in which she will be able to conduct further research and supports CEW’s continued investigations of the lives of women.

CEW is also pleased to be hosting Visiting Scholars from the U.S., Japan and South Africa during the 2006-7 academic year. Japanese journalist Renge Jibu will be at CEW through July of 2007. As a Fulbright Scholar, Renge was able to select her “host” institution and, given her interest in women’s lives, she chose to work within the context of CEW’s research team. She will interview married couples in which the women are business managers, in order to research the role American husbands play in household chores and child care. She hopes to learn strategies from American couples that can be used to encourage Japanese businessmen to accept more responsibility in their homes.

Lucy Reuben, Ph.D., of Duke University’s Center for Interdisciplinary and International Studies, will visit CEW twice during 2006-7 in order to further her research. She will conduct in-depth interviews with women of color and white women to study the factors that aided or stymied their successful pursuit of a terminal degree in one of the BC-STEM fields of study. BC-STEM stands for Business Communications, Science, Technology, Engineering and Mathematics. The research should provide a greater context for analyzing data from the National Center for Education Statistics’ Surveys of Earned Doctorates. Dr. Reuben’s visit is being supported by the Jean Campbell Research Fund.

In the spring, CEW will host Juliet Perumal, Ph.D., from the University of Witwatersrand in Johannesburg, South Africa. Through the Women in Educational Leadership Program, Dr. Perumal is conducting interviews and observations with women educational leaders in South African schools. During her time in Ann Arbor, she will conduct similar interviews in order to develop a comparative analysis of the issues that women principals face in South Africa and Ann Arbor.

Our apologies
Our apologies to the following donors for listing their names incorrectly in our Spring News Honor Roll:
Alice Burks; Eunice L. Burns and we apologize for not listing:
Harold R. Johnson.

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CEW Website
Find it on CEW’s Website www.cew.umich.edu
- Details of CEW’s Fall Program offerings
- Research papers on the Michigan Civil Rights Initiative
- CEW Research reports and information on CEW research initiatives
- Introduction to CEW’s counseling service
- Links to policy, career, educational and other resources of interest

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