With great delight and much appreciation, CEW announces the Twink Frey Visiting Social Activist Fund, created to support a visiting social change activist hosted at CEW annually. A generous endowment by Twink Frey and James McKay established the program that will allow CEW to tap the expertise of social activists committed to combining research, theory, and social practice into action that leads to social change, strengthening the work of CEW. This is the largest gift to CEW in The CEW Difference campaign.

**Visiting Activists Will Enhance CEW’s Research and Advocacy**
This program will create exciting new opportunities for CEW to leverage its activities on behalf of women and equity issues. The Visiting Activists themselves will enhance CEW’s research and advocacy as they interact with CEW staff as well as with students, other policy activists and University faculty and scholars. Additionally, the program will stimulate collaboration with relevant departments and units across the University, in these reas the attention paid to gender equity issues campus-wide.

**Outreach Activities to be held in Michigan Communities**
One of the most exciting aspects of the Twink Frey Visiting Social Activist program is that it includes a component of service to out-state Michigan, especially the Grand Rapids area. As part of the Visiting Activist’s efforts while in residence at CEW, community and academic outreach activities will be held outside of Ann Arbor. Thus, Frey has ensured that social change remains vital in communities throughout Michigan, not simply within our university.

**Long Term Supporters of CEW**
Twink Frey and James McKay have been long term supporters of CEW. Frey has contributed to CEW through her service on our Leadership Council and her support of leadership training projects, research, and publications. In addition both Frey and McKay have provided solid, consistent annual fund support. In the early 1990s, Frey established the Nokomis Foundation (www.nokomis.org), which specializes in projects related to women and girls throughout the state of Michigan as well as nationally. She also founded the Greater Grand Rapids Women’s History Council and serves the Grand Rapids community in many ways.

As an alumna of the University of Michigan, Twink Frey says that she is delighted to work with CEW to move gender equity issues and social change into the forefront of UM’s activities across the state, and to promote this important aspect of higher education. Herself a Michigan woman committed to social change, Twink now aims to broaden her impact by partnering her resources with those of CEW. If you are interested in learning more about this exciting fund or wish to add support to the fund, please call CEW’s Development Director, Beth Hallman, at 734.998.7698.

**An Extraordinary Gift**
Twink Frey Visiting Social Activist Fund Established at CEW

"I have known CEW to be a dynamic and creative organization truly dedicated to changing lives. I am eager to partner with them in this newest exciting venture in social activism and gender equity issues. This is very much in keeping with my own passion and personal mission.”

Twink Frey

Twink Frey and James McKay

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On the Web: www.cew.umich.edu
FROM THE DIRECTOR

Whether informing our local community about global concerns of women or sponsoring social change activists who collaborate with campus units and Michigan communities, CEW's impact will be greatly expanded in the years to come.

This past year the Center celebrated its 40 years of service and partnerships within the University and community. During those years, women have made gains on many fronts. But looking closely, we see that four decades later much work remains to be done, as demonstrated by the facts listed in the right hand column. Women across the globe and in our backyard still face economic and social inequities. CEW has therefore continued to move forward with new initiatives, ongoing research, a commitment to providing counseling and workshops to campus and community members, and significant advocacy accomplishments.

The three-fold mission of CEW — research, service and advocacy — allows the Center to work in a variety of ways to address gender equity and women’s educational and employment progress. In this issue of our newsletter, you will see how CEW uses your support to increase our capacity for direct service, advocacy efforts, and research on women.

Our scholarship and fellowship programs continue to provide assistance for UM women who might not otherwise reach their educational goals. It is truly rewarding for us to help these dynamic and impressive women on their paths to new and challenging opportunities. Our current research illuminates the tensions women face as they seek to meet their commitments to work and to family, particularly when they work in academia. The CEW research team continues to work on these and other questions, as seen in their various publications. (See back page for recent CEW research.) One recent example of CEW’s advocacy efforts bearing fruit is President Mary Sue Coleman’s recent call on the University community to consider the concerns of all parents at the University, including student parents. (See article p. 7.)

Thanks to generous new gifts to the Center, our focus on advocacy will ripple through our state and our world. (See articles p. 1, 3, 4 and 6.) Whether informing our local community about global concerns of women or sponsoring social change activists who collaborate with campus units and Michigan communities, CEW’s impact will be greatly expanded in the years to come.

The CEW staff comprises a group of knowledgeable professionals who work with individuals, policymakers and with academics towards goals that benefit women. Your help does not simply provide the means to accomplish these goals, but also buoy us with the understanding that we are all working together. On behalf of all the staff of the Center, I thank you for your continued partnership with CEW.

Carol Hollenheead
Director
Center for the Education of Women
University of Michigan
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Ann Arbor, Michigan 48104-2289
734.998.7089
www.cew.umich.edu
Menakka Bailey has been a friend of the Center since her arrival in Ann Arbor in 1972. She has held several key volunteer roles and has served as a member of the CEW Leadership Council since 2000. Throughout the years, Bailey has been impressed with the Center’s commitment to initiating dialogue on women’s issues within several communities. (See box below.) However, she noted one arena that the Center did not often address—gender issues in an international context.

**International Focus on Women’s Issues**
In May 2004, Bailey partnered with CEW to create the Christobel Kotelawala Weerasinghe Fund, used to support an activity, event, lecture or visiting scholar with an international focus on issues that touch women’s lives. This endowed fund honors her mother, who, at age 83, continues to dedicate her life to advancing women’s lives and promoting cross-cultural dialogue.

**Religion and Gender, The Global Clash**
This February the Center held the inaugural Christobel Kotelawala Weerasinghe Fund event. We were pleased to team with the Law School by co-sponsoring Professor Ayelet Shachar, Faculty of Law, University of Toronto Law School, as she presented “Religion and Gender: The Global Clash.” Professor Shachar spoke about legal debates occurring around the world where laws are being crafted to promote or limit religious rights within a secular society. One example outlined by Shachar is the case of France, which has banned religious dress in public schools.

Looking across the auditorium at community activists, law students and faculty engaged with Professor Shachar in discussion, it was clear that this event honored the gift’s purpose of “promoting dialogue.”

**CEW Thanks Menakka Bailey for Making this Initiative Possible**
The Center thanks Menakka Bailey for making our long-held dream of more fully addressing international issues possible.

We are honored to be able to do so with Bailey as our partner and with her mother’s life as our inspiration.

---

Professor Ayelet Shachar, Faculty of Law, University of Toronto Law School with Menakka Bailey, member, CEW Leadership Council.
Gifts to the Center for the Education of Women are absolutely vital to our ability to continue to support women’s needs and aspirations. The Annual Fund supports our scholarship program, library, research and advocacy activities, counseling services, program and workshops. We take this opportunity to thank all of our donors past and current for your generous support.

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Every effort has been made to ensure the accuracy of this list. We apologize if your name has been misspelled, omitted or incorrectly listed. Please notify Rosamund Keating at 734. 988.7699 or rosanmk@umich.edu so that we may correct our records.

A special thank you for the following companies who participated via matching gift programs:

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We are also grateful for the following funds:

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A Scholarship Can Change the Direction and Meaning of a Life

CEW has awarded over 1,400 scholarships since 1970. These scholarships are awarded to women whose education has been interrupted, allowing them to return to the University of Michigan to pursue the goal of completing their education.

**How CEW Scholarships are Awarded**

Scholarships are awarded on the basis of goals and commitment, academic record and promise, and strength of motivation. The 2005-2006 CEW scholars and fellows represent all three University of Michigan campuses, a wide variety of disciplines and an age range from 25 to 50. The interruptions in their education ranged from 4 to 26 years. Almost half the recipients have children ranging in age from newborn to 33 years.

The CEW Scholarships are invaluable, since they often mean the difference between completing a degree or not doing so for women students at the University of Michigan.

*Harriet Alpern, (right) and scholar Brenda Hayden-Brown, School of Nursing, recipient of the 2006 Harriet and Bryce Alpern Scholarship.*

The gifts that fund these scholarships literally change lives. The donors who make these gifts provide valuable financial support as well as hope and encouragement to scholars who go on to change our world.

**To Learn More about Giving Opportunities**

To learn more about CEW’s scholarship program and other giving opportunities, contact CEW’s Development Director, Beth Halloran at 734.998.7698 or email bethhall@umich.edu.

*Linda J. Rider scholar Lori Ramirez, School of Nursing, (center) with Rob Oliver (left) and Alyson Robbins. The Linda J. Rider Scholarship was established by her family to honor Rider’s accomplishments as a nontraditional student and is designed to assist women returning to college later in life.*

*Professor Joseph T. A. Lee with scholar Jennifer Dowdell, Landscape Architecture, School of Natural Resources and Environment, recipient of this year’s 2005 Elsie Choy Lee Scholarship.*

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**Ford Motor Company Fund Fellowships**

*The Ford Fellowship Program exemplifies our commitment to promoting diversity, educational opportunities and the presence of women in the workforce.*

Sandra Ulsh, President, Ford Motor Company Fund

Last fall, CEW was pleased to present fourteen Ford Motor Company Fund scholarships to women in graduate degree programs in the Business School, College of Engineering and the School of Natural Resources and Environment, for the 5th year of the Fellowship Program that partners the Ford Motor Company Fund and CEW with the three participating schools at UM. The Ford Motor Company Fund has a history of creating and enriching educational opportunities in the communities where they do business. The Center thanks them for their ongoing commitment to University of Michigan women via the CEW Ford Fellowships.

From left to right: John G. LaFond, Director, Ford Motor Company Fund, University of Michigan Development; Carol Hollenshead, Director, CEW, and Jean Campbell, founding Director and Leadership Council Member, CEW.
Women of Color Task Force Conference Highlights Professional Opportunities and Personal Growth

The Women of Color Task Force (WCTF) hosted its 23rd annual career conference on Friday, March 4, 2005. The Task Force, based at CEW, is a staff organization at the University of Michigan. For more than 25 years the Task Force has served as a forum for the exchange of information about the status of women of color at the University of Michigan and as a focal point for action necessary to the resolution of their concerns. The yearly conference provides professional development opportunities for employees. This year’s theme, “Inclusion and Opportunity: Recognizing Everyone’s Contribution,” highlighted the importance of a skilled and diverse work force that contributes daily in maintaining the University’s academic excellence and institutional knowledge.

Key Speakers
Dr. Lester Monts, Arthur F. Thurnau Proessor of Music (Musicology), School of Music; Senior Counselor to the President for the Arts, Diversity, and Undergraduate Affairs and Senior Vice Provost for Academic Affairs, welcomed the conference participants during the opening session. Dr. Toni Hoover, Vice President and Development Site Head of Pfizer Global Research and Development-Michigan Laboratories, gave the keynote speech. Providing insight on her career development and her path to leadership at Pfizer, Dr. Hoover discussed overcoming personal and professional adversity and challenges, and taking advantage of additional career training in order to be prepared for professional opportunities as they present themselves.

More than 600 people from southeastern Michigan and northern Ohio attended the career conference, which featured 50 workshops, specialty retail vendors and a waterfront luncheon. Highlights included a strategic leadership workshop conducted by UM Associate Vice President and Chief Human Resources Officer, Laurita Thomas; panel discussions on careers for women in science and research, going back to school, and health disparities in communities of color; and workshop cove ring a variety of topics including project management, public speaking, navigating the UM job market, networking and leadership development.

Sevral health and fitness workshops were offered, and attendees were able to enjoy free health screenings and massages provided by community sponsors MFIT, UM Univeristy Health Services and Ann Arbor Institute of Massage Therapy.

To read the entire keynote address by Dr. Hoover: www.cew.umich.edu/faculty-staff/wctf.htm

The conference agenda also featured workshops on financial planning, creditworthiness and retirement strategies—including three sessions conducted by TIAA-CREF, the corporate sponsor of the annual career conference.

The conference opening session including the keynote address is currently being aired on UMTV, Channel 22 in the Ann Arbor Ypsilanti area. For more information about the Women of Color Task Force, call Janice Reuben at 734.998.7080 or email reubenja@umich.edu

CEW Works for Student Parents

The UM Committee on Student Parent Issues (COSPI) was established to implement recommendations made in a December 2001 Report. COSPI members include UM faculty, staff and students, including representatives appointed by the Graduate Employees Organization (GEO). The activities of COSPI, led by CEW Associate Director Susan Kaufmann, and supported by the Office of the Provost, have already made a difference on campus.

- A new website designed for students with children, www.studentswith children.umich.edu, debuted last September with sections on financial resources, social support, housing UM policies, childcare, and health resources.
- COSPI recently surveyed students to assess the number who are parenting children under 18. The survey, designed and analyzed by CEW staff, was sent to all graduate and professional students, as well as those undergraduates who claimed a dependent on their financial aid forms. Nearly 16,000 students were surveyed, and 24% of those who responded indicated they had children. The full survey report will be available on CEW’s website later this summer.
- COSPI sponsored the development of an innovative program to recruit and train childcare providers and has dramatically increased the number of providers in or near North Campus Family Housing. Most importantly, these providers are willing to care for infants and toddlers as well as to provide evening care, services that are often difficult for parents to find. As a result, over 60 new childcare spaces are located near campus. University funding will allow a Department of Education pilot program to continue through October 7, 2005. For more information on the Committee on Student Parent Issues, please contact Beth Sullivan at 734.998.7225 or bsullivan@umich.edu. or visit www.cew.umich.edu/students/studadvoc.htm
CEW Research Informs Our Mission

CEW's ongoing research produces findings that we share with many audiences, ranging from other researchers to practitioners and policymakers. Specific policies, practices and advocacy efforts are often supported by these research results and have been implemented across campus and across the nation. Recent publications produced by the CEW research team include the following:

Research results from the Sloan Foundation funded project: The Faculty Work Family Policy Study:


Research about University of Michigan faculty:


www.cew.umich.edu/PDFs/tenure3rd.pdf


www.cew.umich.edu/PDFs/pubs/advanch.pdf

Other research publications:


www.cew.umich.edu/PDFs/pubs/mcci05.pdf


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Please mail this form to CEW, 330 East Liberty, Ann Arbor, MI 48104-2289. If you prefer to make your gift by telephone, please call Beth Halloran at 734.998.7696, or you may also give on the web at www.cew.umich.edu/supportcew/index.htm

Thank you.

New Look for CEW Website

Recently redesigned, the new CEW website is clearer, brighter and easier to use. Here you’ll find upcoming events, information about CEW programs, current and completed CEW research and current initiatives. We'd love your feedback!

www.cew.umich.edu

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