Join Us for the 40th Anniversary Celebration of the Center for the Education of Women

Friday, October 15, 2004
2:00 PM to 4:30 PM.
Michigan League Ballroom
911 N. University

Dr. Julianne Malveaux, Keynote Speaker
Music, Toasts, Birthday Cake

This event is free and open to the public

Malveaux to be Keynote Speaker on October 15th

As part of our 40th Anniversary Celebration, CEW is pleased to present Dr. Julianne Malveaux, internationally renowned economist, author, and scholar, as the keynote speaker. Dr. Malveaux’s research is focused on the labor market, public policy, and the impact of policy on women and people of color. She holds a Master of Arts degree in economics from Boston College and a Ph.D. in economics from The Massachusetts Institute of Technology. She has also been the recipient of honorary degrees from several colleges and universities including Sojourner Douglass College, Benedict College, Marymount University and the University of District of Columbia. Recognized for her provocative, progressive and insightful observations as both a writer and columnist, her syndicated column appears regularly in more than 20 newspapers and educational publications including USA Today, Ms., Black Issues in Higher Education, the Detroit Free Press, Essence, and the Los Angeles Times. Well-known for appearances on national network programs, Dr. Malveaux has appeared regularly as a political commentator on PBS’s To The Contrary, ABC’s Politically Incorrect, Fox News Channel’s O’Reilly Factor and on C-SPAN, MSNBC and CNBC, CNN, and BET. She also hosts a weekly syndicated radio talk show, Julianne Malveaux’s Capitol Report.

CEW also welcomes Regent Olivia Maynard, who will give the opening remarks. Following the talk, our celebration of 40 years of CEW’s research, advocacy and service will continue. Along with birthday cake, the celebration will feature toasts from CEW friends and alums, and music by jazz saxophonist and CEW scholar Julieta Guzman.

Please join us for the festivities.
Celebrating our Past, Anticipating our Future

“It was such a relief to be able to go to the Center and be seen as a whole person”

I t is hard for many of us to believe that CEW has turned 40. Looking back at CEW’s origins, I remain impressed by the foresight of the women who initiated the proposal for a Center for the Continuing Education of Women, as well as the University administrators who supported the creation of this new entity. These pioneers embraced the idea that women could contribute to American society in many ways, including through work, and, in the midst of a University built around the needs of young white men, saw the possibility of encouraging returning women students.

Throughout the coming year, we will be celebrating the work of the Center over these past four decades. Our October 15 keynote event at the Michigan League will feature a talk by Julianne Malveaux, economist, author, and commentator on race, culture and gender. Her talk will followed by a CEW birthday party. In addition, our celebration will continue throughout the year with special programs and publications.

“It has been through CEW that I have found stimulation and support for my future educational plans.”

As you will note in this issue of our newsletter, the history of CEW includes an impressive record of anticipating the changes that women in the United States would experience. Research conducted by CEW in its first decade was already looking at women’s transitions between school and employment, and our counselors were working with women to balance work and family life years before that became a popular topic of discussion. Working on behalf of women faculty, staff, and students, CEW encouraged policy changes adopted at Michigan but which have yet to be adopted by the majority of institutions of higher education – policies such as modified duties for child-bearing faculty or the ability of University employees to use their paid sick leave to care for ill dependents.

Many gains have been made by and for women since 1964: from education, where there are now more female than male undergraduates in the U.S., to the private sector, where family-friendly policies are increasingly included in corporate benefit plans. Across our society, career opportunities once deemed “for men only” are now available to women.

However, much still remains to be done. For example, in Michigan public corporations, women comprise only 9.6% of the five highest compensated officer positions, according to the Women’s Leadership Index compiled by CEW and the Women’s Leadership Forum.

Women faculty at the University of Michigan remain only 17% of the full professors, 34% of the associate professors and 34% of the assistant professors; meanwhile women account for over 80% of the increase in non tenure track lecturers.

Despite CEW’s efforts to open access to education in Michigan, low income women have very limited avenues for gaining the benefits of a post-high school degree.

Today the Center for the Education of Women remains an important source of information, support, and advocacy on behalf of women:

Women faculty continue to seek out CEW’s support mechanisms as many face a chilly environment on this campus (as on others).

“I am grateful that women before me have struggled and come together to build institutions like CEW.”

Our counseling appointments continue to be filled by women undergoing life transitions that affect their employment and educational plans and decisions.

Student parents at the University seek resources and information as they manage their multiple responsibilities.

Returning students continue to turn to CEW for needed financial and emotional support.

As we look forward to the next decades, we hope you will join us as we continue to open doors for women. For, as CEW staff hear daily, our activities do make a difference.

Carol Hollenshead
A Pioneering Center

“I remember, the first person who came was from Toledo. And [the CEW counselor] literally took her by the hand and walked her around campus to see that she got what she needed and didn't let any barrier from the 'gatekeepers' stand in her way … Each person [who came to CEW] was new and different, had different needs.”

Founding Director Jean Campbell

Based on a series of conversations a group of women in the community were having about how the University of Michigan might encourage and enable women to complete their education, Louise Gilbert Cain drafted “A Memo and Suggestion on the Continuing Education of Women,” which inspired the University of Michigan to look into the issue of female re-entry students. Cain was then appointed Special Assistant to UM Vice President for Academic Affairs, Roger W. Heyns, in order to continue working on the issue. Within a year, an advisory committee of deans drew up a proposal for a center, and the officially designated Center for the Continuing Education of Women (CEW) was enunciated in its Michigan League office by September 1, 1964. Remarkably, this action was taken when there was not yet a “women’s movement,” when very few other premier educational institutions had services specifically for women or nontraditional students, and when social change had not yet catapulted large numbers of women into the workforce.

The rationale for a women’s center was that women facing major life changes required academic programs and support to address their uniquely multidimensional lives. Many women began higher education but didn’t finish, usually because of marriage or children. As the proposal for the Center pointed out, they offered a new enrollment pool, but one the University was unprepared to address. The University, historically designed for the young traditional male student preparing for a career, needed to learn to adapt to the needs of women with different life patterns and to the needs of the adult student, whether female or male.

CEW's origins were unique in several ways. It was funded directly from the office of the President of the University as well as by contributions from UM alumnae across Michigan. In fact, when the Center's founders were seeking funding, the Alumnae Council's fundraising committee pledged to raise $45,000 over a three year period, and President Harlan Hatcher agreed to match the amount. In addition, the Michigan League for Women provided space for the Center's office. Yet another aspect of CEW’s founding was notable: from the first, it had a three-part focus on research, direct service, and advocacy, placing it in a unique position nationally. Also from the first, the purpose of CEW included breaking down barriers in the university and improving society through full utilization of all its members.

The Center’s Beginnings

Before the Center even opened, women across the state were making contact with the “unofficial office” to explore issues and concerns, particularly regarding the return to higher education. From the beginning, CEW offered, at no cost, individual counseling to women from the University and the greater Michigan community. In 1964 the counselors focused on women who wanted to resume their education after a lengthy interruption. CEW’s counseling program was based on the model of integrative life planning, which combined women's interests in home and in vocation...
into its “total counseling concept.” A second aspect of service was ongoing programming to address the interests and needs of women. The first CEW conference, “Opportunities for Women through Education,” was held in 1965 and was attended by 238 women.

CEW also began offering workshops, programs, and discussion groups. Topics ranged from orientation to the University to job clubs; programming in the first decade of CEW focused on returning women students, their possible career goals, and their transitions into and from the University setting. Then, as now, CEW counselors also acted as advocates for individual clients. As Jean Campbell once said “We had taken on the responsibility to change the university.”

Early on, CEW began a library of materials supporting its activities. Printed materials on women’s issues, especially research publications, were relatively scarce in 1965. But as the number grew, so did the importance and centrality of the library. Its object then and now: the acquisition and dissemination of information resources necessary to support the research, advocacy and direct service programs of the Center.

The 1970s: CEW Establishes Itself

Many of the women served by CEW remember its location on Thompson St., in first one, then two side-by-side houses. Here a dynamic staff expanded CEW’s work as well as its influence on the Michigan campus.

Evening Program

A group of student wives living in North Campus housing sparked an experiment that became the CEW Evening Program. These women approached CEW in 1969 with the idea to offer courses that wives of current students could take to further their own degree aspirations. CEW agreed to help. The program was designed to extend the day so that qualified students with work or child care obligations could continue school and to demonstrate the need for “an extended on-campus day.” In order to facilitate re-entry,

CEW also offered supportive services in conjunction with the program, including reading, math and study skills refresher courses, and Saturday and telephone registration. The support of University officials enlisted, the “North Campus Evening Class Project” was launched in the 1970 fall term with a single section of Great Books that attracted eight students. By the mid-1970s, the program had changed its focus from students’ wives to women who needed an academic entry point after an interruption in their education.

While the program initially faced resistance from faculty who did not want to teach in the evening, by the 1990s evening classes were firmly established and the special evening program was phased out. This was felt by all involved to be a positive step: by its end, the pilot program initiated by a small group of students’ wives had grown to become “The CEW Evening Program,” serving 3500 students annually. The results can still be seen University-wide in evening classes offered through nearly every department.

Scholarships

The 100th anniversary of the admission of women to the University of Michigan served as the impetus for the establishment of the CEW Scholarship Program. At the time, there were virtually no scholarships available for part-time students, despite their off-demonstrated financial need, and returning women students often attended part-time. Therefore, the CEW scholarships were “designed to encourage and support women scholars who have returned to the University to complete their education and who are very likely not eligible for other kinds of scholarship aid.” CEW also felt it important to reward and “dignify the academic potential of the returning women as we do that of meritorious young persons.” Awards to nontraditional students would justify their undertakings and, CEW leaders hoped, reinforce the University’s acceptance of these students.

The scholarships clearly met a need; nearly 200 women applied for six awards in the first year. The Margaret and Harry Towsley Foundation guaranteed the future of the CEW Scholarship Program with a $1 million endowment in 1990 for scholarships named after Margaret Dow Towsley. The scholarships for returning women students are now supported by corporate contributions, endowments and grants, in addition to donor contributions. This widespread support enabled CEW to award 56 scholarships and fellowships in 2004, bringing the

“Congratulations CEW for being a significant women’s voice for 40 years on the campus of the University of Michigan. Your presence has taught women to make a difference...to have a goal and a personal mission statement and in the end to cultivate an attitude of gratitude, all guided through a women’s heart.”

Kristine Chandler, Director of Community Relations, Concordia University; Former CEW Intern
total number of scholarship recipients to 1046. Based on merit, the awards provide both financial assistance and affirmation of the scholars’ potential contribution to their fields.

Administrative Internship Program
As CEW counselors worked with women attempting to reenter the labor market – or those women entering it for the first time – they recognized a need for a bridging experience to prepare women to undergo such transitions, and developed the Administrative Internship Program. Interns worked at least half time over several months in University departments or community organizations. As the program rapidly grew a supportive structure was added, with counseling and group programs provided to participants through the course of the internship period. From the beginning, feedback from interns indicated that they acquired not only specific managerial skills, but also increased self-confidence as they readied themselves to step into the job market.

The 1980s

CEW at Midlife
In 1980 the Ford Foundation funded CEW to conduct research which drew on the Center’s participant database to explore women’s transition to work, including the “meaning of work and its relation to self-esteem and life satisfaction,” as well as issues of work and family. In the early 1980s CEW’s collaboration with campus scholars was expanded and CEW began to invite visiting scholars from other American universities and from around the world. The Visiting Scholar Program continues to provide an opportunity for scholars to pursue research projects relevant to women, using the vast resources available through CEW and the University of Michigan. Recent scholars hail from Australia, Nigeria, India and across the U.S.

Dovetailing nicely with the mission to assist nontraditional students was a program established in 1980 to encourage women to enter nontraditional occupations in scientific and technical fields. The Women in Science program (WIS) was created at the initiative of the Academic Women’s Caucus. University administration asked CEW to house this new program, established with donations from LS&A, Engineering, Rackham Graduate School, the Medical School, and the Office of the Vice President for Academic Affairs. The program’s purposes were to

- increase the number of women in scientific and technical fields
- provide support for women in science

1962 / 1963
Proposals for a Center for Continuing Education of Women (CEW) go to Office of VP for Academic Affairs
1964
CEW opens with Louise Cain, Director, and Jean Campbell, Acting Director
1965
1st CEW Conference; Jean Campbell named Director; Evening Program begins
1970
CEW Scholarships established
1977
Administrative Internship Program developed; Ford Foundation grant to conduct survey of CEW participants regarding transition from education to employment
1980
Women in Science and Engineering (WIS) funded as CEW unit
1982
CEW Review and Evaluation by UM Committee finds that CEW has a unique and essential role on campus and should be continued
1985
Jean Campbell retires; Vivian Rogers named Director
1987
Patricia Wulp named Interim Director
1988
Carol Hollenshead named Director
1989
Name changed to Center for the Education of Women (CEW); President Duderstadt creates President’s Advisory Committee on Women’s Issues (PACWI), chaired by Carol Hollenshead and staffed by CEW

1993
Michigan Women’s Leadership Project begins
1994
Women of Color in the Academy Project begins
1998
Junior Women Faculty Network begins
1999
CEW publishes Faculty Work-Life Study
2000
Ford Motor Company Foundation funds Ford Fellowships program through CEW
2001
Graduate Women’s Leadership Project begins; CEW Website receives over 500,000 hits in a single year; “Bridging Gender Divides” Conference offered by CEW
2002
New Millennium Leaders Series moves to CEW; Women of Color Task Force joins CEW; Committee on Student Parent Issues formed, chaired by CEW Director and staffed by CEW
2004
Sloan Foundation funds $473,000 grant to examine the dual career ladders for higher education faculty; CEW receives American Council on Education (ACE) Network Program Award for Outstanding, Innovative, and Visionary Programs Benefiting Women Leaders; CEW scholarships and fellowships have been awarded to over 1000 women.
recruit more women into science and science-related professions, help the University of Michigan address the disproportionate under-representation of women in the sciences and to understand why these gender differences exist.

Later renamed Women in Science and Engineering (WISE), the program grew to work directly with UM women students in science and engineering, providing residential programs, conducting research on the experiences of undergraduate and graduate students in science and engineering, and working to enhance the learning experiences of women students in order to increase retention. After nearly two decades as a CEW program, WISE became an independent University unit in 1999.

Perhaps the most significant event during the 1980s was the external review of CEW. In a climate of budget constraints and the evaluation and closing of many UM units, the Center was reviewed in 1982. The evaluation report concluded that CEW offered services, programs and advocacy not duplicated elsewhere on campus. Furthermore, it defined CEW as “an outstanding example of synergy” in the confluence of research, service, and advocacy at the Center.

The 1980s also brought changes in the leadership, location, and name of the Center. In 1981, CEW relocated to South Thayer Street in order to house the staff under one roof and make room for a larger library. When founding director Jean Campbell resigned, she was succeeded by Vivian Rogers in 1985, then by Carol Hollenshead in 1988. In 1990 the Center moved to its current location on Liberty Street, which situates CEW midway between the centers of University and community life. Its very location emphasizes CEW’s unique mission to serve women from both communities.

1990s
Increased University Presence in Advocacy/Faculty Work

Towards the end of the 20th century, CEW was a visible presence on the Michigan campus. It was known as a welcoming place for individuals to discuss life issues and seek information and assistance through programs or library resources. The emphasis on research about women’s lives continued. And CEW was known across campus as an advocate for women.

In recognition of the diverse work of the Center, then President James Duderstadt asked that the Center expand beyond its original focus on re-entry students and take on a greater role in addressing women’s issues and supporting women students, staff, and faculty at the University. Realizing that this broader focus must be reflected in the Center’s name, the Center for the Continuing Education of Women became the Center for the Education of Women (CEW) in 1989.

Leadership and Professional Development Programs

Since the mid 1990s, CEW has promoted women’s leadership and professional development through a number of new initiatives. Whether aimed at women faculty or staff, graduate students, or women in the nonprofit sector, CEW has worked to foster success through networks and leadership training.

Women of Color in the Academy Project

Founded in 1994 by the Center for the Education of Women and the Women’s Studies Program, the Women of Color in the Academy Project (WOCAP) grew out of discussions with women faculty of color who felt that there needed to be extended, focused
attention to issues pertaining to women of color faculty and graduate students. The mission of WOCAP is:

- To highlight the academic and cultural contributions that women of color make to the University community and to society at large, and
- To build a network of women faculty of color that serves as a support system for their research undertakings, academic career development, and enhanced career satisfaction, thus supporting their retention.

The Project is currently supported by the Office of the Senior Vice Provost for Academic Affairs and is administered through the Center for the Education for Women. It focuses on research, advocacy, network building, and administrative initiatives on issues of concern to women of color in university settings. In 2000, the Office of Women in Higher Education of the American Council on Education awarded WOCAP a commendation for its support, enhancement, and promotion of women faculty of color at the University of Michigan.

**Leadership Development**

In 1993, the Nokomis, Kellogg, and Frey Foundations funded “The Michigan Women’s Leadership Project” through which CEW offered leadership training to women executives and board leaders of Michigan nonprofit agencies offering services to girls and women. This five-year action-research project provided the model for several additional leadership programs offered in the past decade.

Current leadership programs include the New Millennium Leaders series, a two-semester cohort of UM staff women who study leadership principles through seminars provided by senior level UM women; the Advanced Leadership Seminar for UM staff focusing on strategies for instituting effective change in personal, workgroup and unit levels: and the Graduate Women’s Leadership Project, for graduate students who are active on campus.

**Junior Women Faculty Network**

CEW established the Junior Women Faculty Network (JWFN) in 1998. The goal of the JWFN, which was initially funded by the Alcoa Foundation, is to foster the professional development and success of UM women assistant professors and to help them create a cross-disciplinary network. JWFN’s social and educational events and programs also help junior women faculty learn more about the University of Michigan.

**Women of Color Task Force**

The Women of Color Task Force, new to CEW in 2002 but in existence on campus for more than 20 years, provides networking, career development opportunities, and support for women of color at all ranks and job families in the University. The Task Force’s Career Conference, drawing more than 600 attendees each year, is the only large-scale professional development event offered for staff at the University.

**A CENTER FOR THE EDUCATION OF WOMEN FOR THE COMING YEARS**

Forty years after the doors opened at the Center for Continuing Education for Women, women on this campus, in our community, and across the nation still rely on CEW to make change happen for them individually and collectively. The foresight of those women who first envisioned a center assisting women with educational and employment issues remains impressive as we look at CEW’s activities today. Its three-fold mission continues to allow the Center to make an impact through service, research, and advocacy.

"When looking back upon a lifetime of accomplishments you sometimes lose sight of all of those who have helped you along the way. One of the many advantages of being part of the University of Michigan community as a professional is the ease with which the connection to CEW can be maintained so that the valuable contributions that it has made to my own growth and development as a graduate student and as a faculty member of color are not easily lost.” Dr. Cleopatra Howard Caldwell, Associate Professor of Health Behavior and Health Education, University of Michigan; CEW Scholar, 1982

**Service**

In over 1,000 individual appointments annually, CEW counselors continue to work with women and men who face decision points in their lives. Though times have changed since the Center was established in 1964, many of the issues women face – multiple responsibilities, career decisions, educational plans, and financial problems – have not. Counselors continue to provide information on academic programs at UM and elsewhere, employment and career options, sources of financial assistance, and information about other University or community services and resources. While admissions policies were the biggest barrier to women contemplating higher education in the 1960s, today women’s progress stops primarily due to finances.

Current workshops include a career development series, a work/life/family series, reports of research by women faculty and programs on such topics as negotiation, finances, starting a business, and going to graduate school. The IT Career Exploration Program, funded by Intel, introduces women to career possibilities using technology.
President’s Advisory Commission on Women’s Issues

In 1989 Duderstadt created the President’s Advisory Commission on Women’s Issues (PACWI) with CEW Director Carol Hollenshead as chair. In the years since, PACWI, staffed by CEW, has been an active advocate for policies designed to enhance gender equity. The role of the Commission, which is composed of faculty, staff, and graduate and undergraduate students, is to make recommendations to University leaders on issues of access, equity and success for women. Some of its gains include:

- Adoption of a modified duties policy, which grants relief from classroom teaching for a semester in which sick leave is used for pregnancy or childbirth (January 1991).
- Revision of staff tuition support program to allow prospective payment of tuition (as opposed to reimbursement) and increase the amount of the tuition paid by the University (May 2000).
- Ability of the staff to use all 15 days of paid sick leave to care for dependents (January 2002).

PACWI, in conjunction with CEW, has published four volumes of *Women at the University of Michigan: A Statistical Report on the Status of Women Students, Faculty and Staff from the Ann Arbor Campus*. These reports, which analyze statistics ranging from the proportion of full professors who are women to the number of women in the skilled trades or in senior leadership positions, have outlined progress and barriers in the advancement of women in numbers, levels of attainment, and responsibility in departments, schools and colleges.

Research

Research about women remains central to CEW’s mission. Its purpose is to enrich the understanding of gender, improve practice, and influence policy development. The CEW research program continues to explore questions related to women in higher education, employment and leadership, using both quantitative and qualitative methods.

Much research focuses on academic climate issues for faculty, staff and students. The 1999 Faculty Work Life Study reported on quantitative measures of satisfaction of faculty by rank, ethnicity, gender and other variables. Recent grants from the Alfred P. Sloan Foundation allow CEW to study both the extent and effectiveness of faculty policies found in U.S. institutions of higher education that support work-family balance and to examine how the “dual ladder” for faculty in higher education affects non-tenure-track faculty. CEW will contribute qualitative research, compile a “best practices” report, and conduct pre-and post-intervention interviews with faculty as part of the University-wide ADVANCE grant aimed at increased hiring and retention of women faculty in the sciences and engineering.

Another joint effort, this one with Catalyst and the University of Michigan’s School of Business, produced the 2000 publication *MBA: Gateway to Opportunity*, which reported on research conducted on female and male graduates of top-tier business schools. The results documented the careers and lives of graduates, and provided suggestions on how business schools can encourage women applicants and ensure their success in MBA programs. In 2004, CEW joined the Detroit based Women’s Leadership Forum in research that indicated a dearth of women in the upper management and boards of major Michigan corporations.

CEW continues to analyze participant data on an annual basis in order to document trends in the lives of women as represented by counseling participants. Recent efforts have also included a survey of past scholarship recipients, focusing on the ways in which scholars define and contribute to the well-being of their communities.

Small research grants for students provide seed money for new research on gender. Faculty research grants provide funding for scholarly or creative activity related to leadership and women or gender in any field.

Advocacy

CEW continues to work on opening doors for women. Women’s educational access, one of CEW’s founding principles, became more difficult for women receiving welfare after 1996. With a grant from the Nokomis Foundation, CEW’s study, *Michigan: A ‘Smart State’ for Women? Women and Higher Education in Michigan*, explored women’s access to higher education throughout Michigan, with a special emphasis on barriers facing low-income women, including welfare recipients. As a member of Michigan’s Coalition for Independence in Education (CFITE), which promotes access to higher education for Michigan welfare recipients, CEW released a 2001 report on the experiences of parents receiving state benefits and attending college.

On campus, CEW continues to lead efforts to address student, staff and faculty needs. Providing leadership and staffing for President’s Advisory Commission of Women (PACWI) and for the Committee on Student Parent Issues, working in collaboration with other units, and serving on University committees, CEW staff expand the Center’s influence across the University.

CEW’s original three-fold mission of direct service, advocacy and research is still needed today and in the years to come. While women have made major strides toward equality since the pioneering creators of a new program for the continuing education of women outlined this mission, women continue to experience barriers in their educational and career pursuits. In addition, the increased complexity of combining work and family life for all Americans means that individuals continue to seek assistance as they make life decisions. Always responsive to the social, economic and educational changes that affect women, CEW has evolved through the past four decades. In the future, CEW will continue to address the needs of individuals, to advocate for women and men on campus and through state and national organizations, and to add to our knowledge of the lives of women in education, employment and as leaders.

“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

Molly Dobson (left) pictured with two recipients of the Molly Dobson Scholarship

Primary research for this article was conducted by Holly South, CEW directed field experience student from the UM School of Information.
On May 14, 2004, the University of Michigan officially launched a new capital campaign with a fundraising goal of 2.5 billion dollars. The theme of the campaign is “The Michigan Difference.” As part of that effort, CEW has established its own $3,500,000 campaign, “Success: the CEW Difference.” For forty years the Center for the Education of Women, with its three-part focus on research, service and advocacy, has changed lives and transformed institutions. Our unique counseling services inform our research; research results are utilized in our advocacy efforts; and our advocacy efforts reflect concerns of our participants. The Center, like all other parts of the University, continues to absorb cuts in general fund support and faces hard choices in allocating diminishing resources. Private funding is needed to ensure the continuing health and stability of our services. By contributing to the following funds, you become a catalyst for the creativity and vitality that are the hallmarks of CEW. Your commitment means that when women and men want to follow their dreams, we will help them find the way. When women want to lead, we will help them find their power. When returning students want to change their lives – and the world – we will help them find the means. When institutions need to change, we will help them find the knowledge and the will.

The Counseling and Programs Fund guarantees that CEW’S door will remain open to all, regardless of their affiliation or financial situation and that our diverse programs will be accessible at little or no cost. CEW counselors offer holistic life planning, focusing on career change, returning to school and other life transitions in the context of the individual’s entire life circumstances. In addition, counselors organize our extensive roster of workshops, lectures and other public programs, delivering many themselves; manage our scholarship awards; create leadership development programs for UM staff and graduate students; and provide graduate and nontraditional undergraduate students with emergency grants.

Goal: $927,000

The Advocacy and Policy Fund supports our social change and policy development activities on campus and beyond. CEW advocacy initiatives have significantly improved work/family and child care-related policies and resources for UM faculty, staff and students. We are currently joining others on campus to improve hiring and retention of women faculty in the sciences and engineering. Today, the most serious barrier to higher education is affordability. At a time of escalating costs, CEW continues to advocate for access to higher education for all.

Goal: $243,500

The Library Fund expands our capacity to meet the print and electronic information needs of our counseling and program participants, enhance our own research and support the professional and research needs of the University and surrounding communities.

Goal: $58,500

The Leadership and Career Development Fund enables the Center to offer leadership and professional development programs as well as to create internships, mentoring opportunities and networks of support for women across the University. We seek to create opportunities for women to increase their confidence and experience, build their leadership capabilities and readiness, and develop professional connections that foster success. The Center currently offers leadership development programs for University of Michigan staff and graduate students and supports professional development networks for women of color faculty, junior women faculty, and women of color staff.

Goal: $228,000

The Scholarship Fund provides fellowships and scholarships for nontraditional women students. Since 1970, the Center has awarded over 1,000 scholarships for women studying in any degree program on the Ann Arbor, Flint and Dearborn campuses. In addition, we offer prestigious fellowships in selected fields, most often where women are under-represented in post-graduate programs or in the workforce.

Goal: $628,000

The Special Initiatives Fund provides critically important resources for innovation in response to emerging needs and opportunities and flexibility in allocating resources where they are most needed. Examples include creating pilot programs, conducting needs assessments or undertaking quickly-needed research or programs.

Goal: $235,000

The Student Research Fund enables CEW to continue its important research on women’s education, careers and leadership and to assist students who conduct research related to these aspects of women’s lives, as well as health and well-being. The impact of these funds ripples beyond CEW as succeeding generations of scholars delve into women’s experiences or shed light on gender-related social issues.

Goal: $400,000

Jean Campbell Research Fund on Women’s Lives supports visiting scholars at the Center, as well as faculty research grants and other research-related initiatives, such as conducting research on CEW participants or follow-up studies to grant-funded projects. Prior to the beginning of The Michigan Difference campaign, the Center had raised $220,000 for the fund. We are pleased to report that with your help we have recently met our campaign goal of an additional $280,000 and completed the fund.

Many donors generously contributed to the Jean Campbell Research Fund, and the Center is grateful to each of them for creating an endowment to enlarge and ensure our capacity to conduct research on women. A challenge match offered by CEW Leadership Council member Rammy Riecker was particularly helpful in enabling a number of donors to double the value of their gifts. We were excited when the James A. and Faith Knight Foundation completed the effort with a grant in honor of Jean Campbell’s legacy of research at the Center.

Goal: $280,000 (completed)

The Programmatic Support Fund directs annual gifts to CEW’S ongoing programs and areas of greatest need.

Goal: $500,000

Success has always been the CEW Difference:

- Success for women and men who want to change their lives
- Success for students who need help in overcoming obstacles
- Success in cultivating women leaders
- Success in promoting positive social and institutional change
- Success in generating new knowledge about the lives of women and men
- Success in developing activities that weave service, research and advocacy into one strong and influential program

Please help us guarantee that 40 years from now “Success: the CEW Difference” will ring as true as it does today by donating to the fund that means most to you. To discuss giving opportunities, please contact Beth Halloran, the Center’s Director of Development, at 734.998.7698. Your gift may provide you with federal and state income tax benefits; contributions may be directed to the Center for the Education of Women, 330 E. Liberty, Ann Arbor, MI 48104.
New CEW Scholarships

The CEW Scholarship Program for returning women students was established in 1970 to honor the academic performance and potential of women whose education has been interrupted and to commemorate the one hundredth anniversary of the admission of women to the University of Michigan. Thanks to the generosity of individuals and foundations, CEW has awarded over 1000 scholarships since 1970. CEW Scholarship Awards are invaluable, since they often mean the difference between completing a degree or not doing for many women students at the University of Michigan. CEW awarded 40 scholarships this spring. All CEW scholarships are privately funded.

Elizabeth Ruthruff Wilson Foundation Board Members and CEW Scholar at the 2004 scholarship reception hosted by President Coleman. From left to right: Dr. Marilyn Mason, Professor of Music and University organist, UM School of Music; Kathleen Sullivan, scholar; Dr. John Wultman, Professor of Management, Eastern Michigan University; and Ms. Theresa Powers, President, the Elizabeth Ruthruff Wilson Foundation.

Harriet and Bryce Alpern Scholarship
Harriet Alpern has been a longtime friend of CEW and is a strong supporter of programs that benefit women. Bryce Alpern’s passion is medicine, especially pediatrics. Now retired, he served as an Associate Professor of Pediatrics at Children’s Hospital in Detroit. The Alperns combined their interests into a scholarship providing support to a returning woman pursuing her education in a biomedical or health-related field.

Linda J. Rider Scholarship
This scholarship was established in celebration of Linda J. Rider by her family. When Linda enrolled at the University of Michigan at the age of 41 to earn her bachelor’s degree, she was a professional writer, editor, photographer and a single mother. To honor Linda’s accomplishment of earning her degree as a nontraditional student, this scholarship is designed to assist other women returning to college later in life. The Linda J. Rider scholarship is awarded to a woman with financial need who is pursuing an undergraduate degree.

Elizabeth Ruthruff Wilson Foundation Scholarship
The Elizabeth Ruthruff Wilson Foundation Scholarship is given to a returning undergraduate or graduate woman studying music, the performing arts or related fields. Those who knew her remember her belief in the value of education for returning women as well as her support for them. Her favorite words of encouragement to them were “You go, girl!” Her foundation lives on to support music and the performing arts in the Southeast Michigan area.

New Development Director Joins CEW
Beth Halloran joined CEW on September 1, 2004 as the Director of Development. Beth has been involved in the University of Michigan Development efforts since September 2001, most recently serving as the Director of Major Gifts for the Law School. Prior to Michigan, Beth was a development officer for the Mayo Foundation in Rochester, MN. Beth has graduate degrees in both social work and business. She feels each of these disciplines guides her development work: connecting benefactors with meaningful opportunities to make a difference. The combination of Beth’s personal passion for women’s issues and her high level of professional accomplishments make her an excellent emissary for the Center and we are delighted to welcome her to our staff.

UM CEW Scholarships Applications Available
Applications for the 2005-2006 CEW scholarships will be available in October and are due in January 2005. Students from all three University campuses are eligible. Applications will be available at the Center, or may be downloaded from www.umich.edu/~cew

Yes, I want to help.

☐ $5,000  ☐ $2,500  ☐ $1,000  ☐ $500  ☐ $250  ☐ $100
☐ Other $____________

Name ____________________________________________
Address ___________________________________________
City/State ____________________________ Zip ____________
Home Phone ____________________________ Business ________
E-Mail Address ______________________________________

My gift will be matched by ___________________________

(Please send your company’s matching gift form)

I wish to make my gift through (circle one):

VISA  Mastercard  Discover  American Exp.

Credit Card Number ____________________________
Expiration Date ____________________________
Signature ______________________________________

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) 998-7698. Thank you for your support.
The Center for the Education of Women at the University of Michigan has received a three-year grant totaling $473,000 from the Alfred P. Sloan Foundation. Researchers at the Center will examine how non-tenure track faculty are affected by the "dual ladder," the different career paths for those who are eligible for tenure and those who are not. The Dual Ladder in Higher Education – Research, Resources, and the Academic Workforce Dual Ladder Clearinghouse Project will support efforts to improve the academic workplace by: conducting national research on employment policies and work-life conditions for non-tenure track employees; establishing a central clearinghouse of research, policies and practices; and, developing print and other resources for use by key academic audiences. This project is a part of the Sloan Foundation's current program on the dual career ladder for faculty. Building on CEW's experience in promoting family-friendly academic policies at the University of Michigan and on previously conducted research on faculty policies, this project will first survey a national representative sample of institutions stratified by Carnegie classifications. The survey will increase the amount of information on the employment conditions and work-life of non-tenure track faculty, whose benefits, status and terms of engagement vary across institutions.

A significant piece of this project will be the development of the Academic Workforce and Dual Ladder Clearinghouse to facilitate information sharing between institutions, provide a research base on these issues, and offer a means for key administrators and the staff to examine policies and practices from similar institutions. In addition to on-demand information made available through the Clearinghouse, project staff will develop four print pieces designed for academic administrators, researchers, higher education groups that train new administrators, and other specific audiences addressing the issues of the dual ladder in the academic workplace.

CEW Wins ACE Network Award for the Advancement of Women in Education

For providing innovative leadership development activities to women, the University of Michigan's Center for the Education of Women (CEW) has been awarded the 2004 American Council on Education (ACE) Network Award for the Advancement of Women in Higher Education. The annual award, presented at the ACE Network State Coordinators Reception held in conjunction with the ACE Annual Meeting, recognizes an innovative and visionary program sponsored by a state ACE Network or by a college or university. The ACE Network, founded in 1977, is a national system of networks designed to develop programs that advance and support women in higher education within each state.

Expanding on its original commitment to the advancement of women in education and the workplace, CEW has grown to become a prominent center for leadership development initiatives and research on women in the university and the workplace. CEW has been active at the state and national level in women's programs. In 2003 CEW hosted the first ACE regional forum designed to mentor and develop women with the potential to assume college presidencies and other senior administrative positions.

In Memoriam: Patricia Wulp and Vivian Rogers

CEW lost two former staff members this past summer. While one was here just a short time and the other over 25 years, each woman contributed greatly to the Center.

Patricia Wulp was one of the earliest counselors at what was then the Center for the Continuing Education of Women. With a bachelor's degree from Middlebury College, an MSW from Simmons College, and several years' international experience with citizen education projects, mostly in South America, Patricia joined CEW in 1968 as a counselor and program director. Many women who came to CEW during the twenty-five years of her tenure credited Patricia with assisting them into the University, through the University, into the workforce, or through a life transition. Her personal attention and counseling skills were accompanied by an astute understanding of the Center and its role at the University. In 1973 she was named Associate Director, and she served in this capacity until her retirement. In addition, Patricia was the Acting Director for the Center twice, in 1985 and 1988. Patricia continued to be active in the community, especially in the League of Women Voters and the United Nations Association and was often present at CEW events and programs. A familiar face even to staff who never worked alongside her, Patricia will be greatly missed at CEW.

Vivian Rogers served as the director of CEW from 1985-1988, when she left the University. Vivian's first career was with the U.S. Marine Corps, which she joined at the outset of World War II. A member of the first class of women to be commissioned by the USMC, she served as a recruiting and rehabilitation officer for several years and then as Marine Corps Archivist. When she became pregnant with her first child, she had to resign according to Marine Corps rules. In 1968, Vivian set out on a new path, one that would eventually lead her to CEW. She founded and directed the Adult Life Resource Center at the University of Kansas. Working with non-traditional students led her to return to school herself, earning an M.S. Ed. in counseling at the University of Kansas and then a Ph.D. in adult education and development at Kansas State University. She received national recognition for her work on the adult life cycle and her work with older students. After serving as Assistant Dean of the University of Kansas Division of Continuing Education for several years, she capped her career as CEW's director. After retirement, Vivian continued to keep up with CEW's activities from afar, noting new programs and initiatives. We recognize her contributions to the Center and her commitment to returning women students.
WCTF enters its 25th year providing career development training for University staff

The Women of Color Task Force (WCTF) enters its 2nd year at CEW and its 25th year of existence following a successful membership recruitment campaign in 2003-2004. Under the leadership of its executive team (Cathy Conway-Perrin, Joyce French, Stephanie James, Linda Kennedy and Regina Sims), and with administrative support from Janice Reuben, WCTF Task Force Program Coordinator, membership has tripled and the Task Force has successfully expanded its program offerings.

The Task Force now offers monthly career development workshops for its membership on a variety of professional and personal development topics including project management, mediation and workplace negotiations, productivity and time management, networking skills and stress relief. In addition, the Task Force will co-sponsor a free financial planning and investments seminar for staff and faculty with TIAA-CREF and the Women of Color in the Academy Project on November 9 at CEW. And on December 2, the WCTF will hold its annual Woman of the Year awards ceremony in the Kuenzel Room at the Michigan Union.

On February 26, 2004, the Task Force hosted its 22nd annual career conference, a ticketed event that was attended by a record 1000 participants and featured 49 career and personal development workshops, including 23 new workshops. Beverly Jenkins, nationally known author and motivational speaker, gave the keynote speech, autographed copies of her novel, The Edge of Midnight; and conducted two afternoon workshops on creative writing. Funding for the event was provided by the Office of the Senior Vice Provost for Academic Affairs, the UM Office of Human Resources & Affirmative Action and by our corporate sponsor, TIAA-CREF.

The theme for the 2004-2005 academic year is “Inclusion and Opportunity: Recognizing Everybody’s Contribution.” In conjunction with CEW, the Task Force will begin its 25th year committed to providing educational and professional development opportunities for staff while also serving as an agent of inclusion and change.

CEW Visiting Scholar Examines Child Care Negotiations by Couples

How do couples communicate and negotiate the management of their time and plans for their future? Do couples approach their roles and responsibilities with an implicit framework, linked to their social background characteristics? How do men and women’s goals and long-term plans relate to their efforts to negotiate the sharing of child care responsibilities with their spouses?

CEW’s Visiting Scholar Dr. Marlena Studer, a sociologist trained here at the University of Michigan, has a particular interest in understanding how men and women negotiate their roles and responsibilities in intimate relationships. Considerable research has documented that, whether by agreement or default, women contribute the vast majority of time in caring for the home and children in American families. This inequality is important to social science researchers and policy-makers alike because of its significant impact on women’s earnings potential and labor force participation. Women earn only about 70% of what men earn, on average, and their advancement and earnings are significantly limited by their parenting responsibilities.

But we know little about the process of decision-making that leads to these outcomes.

Because the arrival of a baby is a critical, life-changing event, and the decisions associated with the baby’s care affect the trajectory of professional and family roles from that time forward, Dr. Studer is interested in focusing on how couples make child care plans while the wife is pregnant. With CEW’s support, Dr. Studer is conducting qualitative interviews with 50 couples living in Southeastern Michigan who are expecting a baby. CEW’s support has given Dr. Studer an opportunity to pursue research she hopes will offer a qualitative insight into the patterns of communication and negotiation couples engage in during a formative period of their family roles.

She looks forward to presenting the results of this research at CEW on Thursday, December 9, 2004 at 12:00 p.m. in the confereence room at CEW, 330 East Liberty St.

After receiving her Ph.D., Dr. Studer joined the faculty at Tulane University in New Orleans, where she taught and conducted research in the sociology of the family and gender. Dr. Studer’s research has focused primarily on the social location of women in the family and how the social roles women occupy in the family affect their social power and personal well-being.