Center for the Education of Women

Twink Frey Extends Generous U-M Legacy with a $10 Million CEW Bequest

"Twink Frey's generosity embodies her long-standing faith in the Center for the Education of Women. This is a gift that will transform CEW in ways we cannot yet imagine."

U-M President Mary Sue Coleman

With excitement, pride and gratitude, we announce that our dear friend and supporter Twink Frey recently made a bequest intention of $10,000,000 to the Center for the Education of Women. Her gift is designated to support the advocacy and research segments of the Center's mission. "Twink's is the largest single financial commitment in the Center's 43-year history, and it is truly life-changing for us," explains CEW Director Carol Hollenshead.

This bequest is the latest of several gifts that Twink Frey and her Grand Rapids-based Nokomis Foundation have made to CEW. Our long collaboration and friendship began over a decade ago with the Michigan Women's Leadership Project, a series of training programs for directors and board members of non-profit organizations devoted to women and girls. Since then, Twink has regularly supported the Center's annual fund, hosted CEW events, and served on our Leadership Council from 1992 to 1997. Most recently, in 2006 Twink and her husband Jim McKay established the Twink Frey Visiting Social Activists Award Fund, which brings recognized activists in the area of gender equity to the University and offers them the opportunity to pursue their work and exchange ideas with others on campus.

No one is more committed than Twink Frey to enhancing the lives and opportunities for girls and women in the state of Michigan. Through the Nokomis Foundation, she works to make a difference, primarily by advocating for gender equity and gender-neural policies, and by "celebrating women's accomplishments, instilling economic self-sufficiency, promoting healthy choices, and playing a role in the worldwide effort to help women and girls find their voices and live their dreams."

For over forty years, CEW has had the same mission, supporting people through our counseling, education and advocacy programs, scholarships, and research. As Carol Hollenshead explains, "Twink's generous gift will have a profound impact on CEW, enabling us to expand our reach in many directions and to establish exciting new ways to serve."

Anyone who has had the pleasure of working with Twink knows that her purpose in life is to create a world where all voices are heard and respected. The Leadership Council and staff of the Center for the Education of Women – on behalf of the thousands of people who will be touched by her generous endowment – express heartfelt appreciation for Twink Frey's vision and for the trust she has placed in us to carry it on.
Since the passage of Michigan's Proposition 2, which banned affirmative action programs in publicly funded entities, several people have asked me, “What does this mean for CEW?” “Will CEW have to change its name?” “How will CEW be able to continue helping women succeed?”

We remain the Center for the Education of Women and will continue to be active on campus and across the state. While affirmative action has been banned, it is only one tool used to achieve diversity on campus. The University continues to value a diverse community and is striving to maintain and enhance diversity. The “Diversity Blueprint Committee” commissioned by President Coleman, and in which I participated on behalf of CEW, authored a strategic plan for diversity, available online at http://www.vpcomm.umich.edu/diversityresources/db-summary.html For a discussion of the committee’s work and CEW’s contributions to this discussion, see the article on page 8 of this issue.

Buoyed by the recent successes of accomplished women – Representative Nancy Pelosi is the first female speaker of the U.S. House of Representatives while Dr. Drew Gilpin Faust is the first female president of Harvard – CEW staff are developing new strategies for reaching women students on our campus, for creating access to education for a larger proportion of our citizens, and for advocating for work – family balance for men and women workers in all sectors. At the same time, we are concerned about the changing economy and women’s participation in technology fields. In the words of Jean Campbell, CEW’s first Director, “We opened the doors with the intention of doing whatever was needed to help women succeed at the University of Michigan.” In the early years, the women helped by CEW were primarily those re-entering school after an interruption in their post-secondary education. Over forty years later, it is even more common for such women to re-enter school, and CEW has broadened its focus to serve nontraditional students of all kinds. The National Center for Education Statistics identifies as nontraditional students those with any of these characteristics:

- Delays enrollment after secondary school
- Attends part time for at least part of the academic year
- Works full time while enrolled
- Is considered financially independent (which generally means over age 24)
- Has dependents other than a spouse (usually children)
- Is a single parent

CEW’s “open door” policy of serving any one who comes to the Center, combined with our expertise in working with women and men who fit these descriptions, allows us to work with all kinds of nontraditional students, as well as those considering a return to education. Our counselors also see women and men who are making decisions about work-life balance or weighing options for employment or school. Our advocacy efforts in support of educational access continue as we examine the needs of a changing Michigan economy and consider the educational needs of Michigan workers.

Our research continues to investigate questions of access and equity, particularly in higher education, exploring the satisfaction and climate concerns of all women faculty, with particular attention to women of color faculty, as well as non-tenure track faculty. There has been little research up to now on the work lives of non-tenure track faculty. Given that over 30% of full-time women faculty are not on the tenure track, our findings are of particular importance to women.

We are nearing completion of our Sloan Foundation funded projects on tenure track and non-tenure track faculty and will be reporting the results of our survey of higher education institutions at research meetings and in publications.

The passage of Proposition 2 means that the Center’s work will be needed more than ever. In the months and years to come, we will maintain our assistance to individuals, our research that examines access and equity in employment and education, and our advocacy on behalf of the issues that have concerned us since 1964.
CEW Honored to Receive Ann Eisenberg Memorial Donations

The Center is saddened by the death of Ann Eisenberg, mother of CEW friend Sue Ellen Eisenberg. We are touched that Sue Ellen and her brother Kenneth have named CEW’s Counseling and Program Fund as the recipient of donations in Ann’s memory.

The Eisenberg family gift supports the Center’s counseling program. Each year, our counselors hold approximately 1100 individual appointments free of charge, helping people in the University and local communities to address their educational and/or career-related issues. With the Counseling and Program Fund, the Center also offers over 60 programs a year, focused on building the skills people need to succeed academically, professionally, and personally. Approximately 1500 University and community members attend these programs annually, often free of charge.

By supporting CEW’s Counseling and Program Fund, the Eisenbergs honor their mother by touching many, many lives. We are grateful for their generosity and their confidence in the Center.

Online Resource for Information on Academic Worklife Developed by CEW

Today, college and university faculty members face many challenges, including an increasingly diverse workforce and new models for career flexibility. As part of a project funded by the Alfred P. Sloan Foundation, CEW staff have developed a new online resource for those interested in academic worklife.

Irma Wyman Awarded Honorary Doctorate of Engineering

The Venerable Irma M. Wyman, long time friend and supporter of CEW, was awarded an honorary Doctor of Engineering degree by the University of Michigan at the April 28 Commencement. She joined former President Bill Clinton, J. Max Bond, Jr., and Philip Converse in receiving an honorary degree.

Wyman’s CEW family is delighted – but not surprised – that the University’s honorary degree committee considers her worthy of this high honor. Irma graduated from the College of Engineering in 1949 as one of only two women in the program. Given that women students today still seek acceptance in science, mathematics and engineering programs, we are well aware of the obstacles Wyman and her classmates faced. She was able to have only an “honorary” membership to the engineering honor society Tau Beta Pi, which at the time accepted only men. When G.I.s returned to college in great numbers at the end of World War II, she was “encouraged” to leave the college to make room for the men.

Wyman made her way, however, from the University into the nascent computing industry. She was a leader in digital processing and rose to become the first female vice president in the multinational company Honeywell, Inc. On her retirement from the computer industry, Irma began a second career in the Episcopal Church, where she is now Archdeacon of the Diocese of Minnesota.

Wyman often describes how the Regents scholarship she received made the difference for her in starting and completing her education at UM. She has returned the favor many times over through her ongoing support of a CEW scholarship for women in engineering, computer science and related fields. With this year’s award to Omolola Alade, there are now 13 “Irma Wyman CEW Scholars,” talented women who are themselves contributing to science and engineering.

The National Clearinghouse on Academic Worklife (NCAW) combines information resources and community discussions to support those who study or participate in academic work. The NCAW provides resources to help faculty, graduate students, administrators and higher education researchers understand more about all aspects of modern academic work and related career issues, including tenure track and non-tenure track appointments, benefits, climate and satisfaction, work/life balance, and policy development.

Users can use simple or advanced searching techniques to find articles, policies, reports, and other resources contained in the database. The site also provides online links to associations, online publications, and government information sources available on the web. In addition, the NCAW hosts an online community, with discussion groups focusing on faculty in different career stages, on non-tenure track faculty, on institutional policy development and practice, and on flexibility in academic careers.

The NCAW includes materials from a wide range of disciplines, from education to economics to human resources. It is the result of extensive information gathering and the conceptual organization of materials by CEW staff working on this project.

We are proud of this new resource and welcome you to visit the National Clearinghouse on Academic Worklife at www.academicworklife.org

Over Forty Years of Providing Service, Research and Advocacy
Thank you

The Center remains thankful for all the many individuals, families and foundations that choose to support our clients, programs and projects by making financial gifts. Without such gifts, many lives would go untouched by the power of the Center’s programs, services and support.

The Center staff, Leadership Council and clients offer our heartfelt thanks.

This list reflects gifts received from January 2006 through December 2006

AAUW-Plymouth-Canton Branch
Nina Dodge Abrams and Howard Abrams
Jan Marie Ackerman
Bonnie Ackley
Phyllis R. Allen
Harriet Alpern
Mary and Harvey Amoe
Carol Amster
Barbara Anderson and John Romani
Elizabeth S. Anderson
Kathryn Anderson-Levitt
Anonymous
Barbara and Tom Anton
Doris E. Attaway
Shirley and Don Axon
Georgia Babadelis
Menakka and Essel Bailey
Betty and William W. Baker
Lisa and James Baker
Sally A. Baker
Jane L. Barney
Terri Bartholomew
Theresa Basher
Luella and Joseph Bassett
Lydia and Bradford Bates
Dorothy W. Bauer
Amy M. Bays
June Bennett
Michele T. Berger
Gail and Lawrence Berkove
Lillian and Roy Berlin
Deborah and James Beuche
Ralph H. Beuiler
Joan Akers Binkow
James B. Bittman
Lynn Bjorkman
Jeanne C. Bleuer
Jane and William Bloom
Lynn and Martin Bloom
Karen Bunge
Keven Burchfield
Alice Burks
Eunice L. Burns
Stephanie Butrey and Andrew Overmire
Letitia J. Byrd
Julie K. Byrnes
Cleopatra Caldwell
Jean W. Campbell
Jenny P. Campbell
Joan Campbell and Timothy Williams
Lorna and Bruce Campbell
Paula Caproni

Deborah Carey and Robert Yehl
Noreen and Leo Carrigan
Marjorie and Donald Carter
Rita and Vincent Caruso
James L. Casserly
Marjorie and Dennis Castle
Kathleen M. Cavanagh
Ann T. Chapman
Linda M. Chatters
Marjorie Checkoway
Elizabeth Ann Chen
Barbara and Gabriel Cherem
Sherry and John Chin
Jean Mackay Colby
Lucile B. Conger Alumnae Group
Dorothy H. Coons
Elly Cooper
Jane W. Cooper
Paul Courant and Marta Manildi
Dorothy Craig
Laura and Clifford Craig
H. Richard Crane
Mary C. Crichton
Geraldine R. Custer
Mary Ann and Roderick Daane
Martha Darling and Gilbert Omenn
Sandra L. Delorey
Mildred D. Denecke
Theresa Deussen
Gayle Dickerson
Barbara K. Dobson
Judy and Steve Dobson
Molly H. Dobson
Esther Donahue
Karen and Stuart Downing
Allan Dreyfuss
Anne and James Duderstadt
Connie R. Dunlap

Sara and Morgan Edwards
Barbara Eichmuller
Elizabeth and Gary Elling
Cheryl and Bruce Elliott
Grace England
Sue Errington
Theresa H. Etzel
Julie Evans
Ruth and Marvin Failer
Julie Fattore
Margaret and John Faulkner
Kay Felt
Peggy and James Fisher
Beth and Joseph Fitzsimmons
Nancy L. Fitzsimmons
Lynda S. Flood
Susan and James Florsheim
Patti and Bob Forman
Ilene H. Forsyth
Alfred P. Sloan Foundation
Nokomis Foundation
Elaine A. Franco
Dale and Bruce Frankel
Jo L. Freudenheim
Twink Frey and Jim McKay
Kit and Dan Frohardt-Lane
Carol A. Frost
Sumiko and Koichiro Fujikura
Elaine K. Gazda
Janice R. Geddes
Beverley and Gerson Geltner
Joanne L. Goodwin
Elizabeth Needham Graham
Linda M. Grant
Joann Green
Linda N. Groat
Marion A. Guck
Deborah Gumucio

Caroline and Roger Hackett
Janice L. Hall
Beth Halloran and Claire Casselman
Jeanne W. Halpern
Charlotte Miettunen Hanson
Sioban D. Harlow
Marguerite B. Harms
Janice and Randall Harvey
Glenda Haskell and Rick Reichman
Debbie and Norman Herbert
Vicky Hoffman
Carol and Neill Hollenshead
Carol Hollenshead and Bruce Wilson
Marion D. Holt
Beverly Howze
Elizabeth Humes Kornblum
Ann D. Hungerman
Lynette Iannace
Berit Ingersoll-Dayton
Joan and Everett Ireland
Kyle S. Irwin
Gretchen Jackson
Marjorie M. Jackson
Lily Jarman-Reisch
Harold R. Johnson
Elise Jones
Marie S. Juster and F. Thomas Juster
Beatrice and Robert Kahn
Ardemis Kaloudsian
Sona Kaloudsian and Ira Lawrence
Carol Ann and C.W. Kaufman
Rosemary and Patrick Keating
Sara L. Kellermann-Follett
Evelyn S. Kennedy
Sally and David Kennedy
Shaké Ketefian
Mary and William Kinley
Constance and Thomas Kinnear
Patricia and Richard Kirschner
Rhea Kish
Judith Kleinman
Jean and Arnold Kluge
Marilyn Knepp and Paul Jaronski
Ann Marie Kotre
Jessica Kross
Justine Olson Kulka
Ajay Kumar and Krishni Kumari
Marilyn Welsand Lamping
Alice Landau
Elizabeth Ann LaPorte
R. Jane Lau
Artis and Dick Leabo
Suzanne Leach
Joseph T.A. Lee
Anne Lehker and Sam Slaughter
Susan Levine
Suzanne H. Leydorf
Kathy and Becky Liddle
Roslyn and Herman Lieberman
Veronique M. Liem
C. Pat Crotty Lindeman
Karen B. Lombard
Louise Anderson Low
Patricia Y. Lowrey
Annette M. Luetzow
Ruth E Hall Lusher
Laurie Lytel
Pearson and Robert Macek
Judy and Larry Macklem
Ginger and Steve Maggio
Jean and Mel Manis
Maureen S. Martin and Michael Penskar
William and Sally Martin
Marilyn M. Mason
Mary and Chandler Matthews
Judith and Roger Maugh
Regent Olivia P. Maynard
Sandra and Douglas McClennen
Jill McDonough and Greg Merriman
Regent Rebecca McGowan
Wilbert and Virginia McKeachie
Linee McKie and Hubert English
Martha R. Mehta
Pam Mendelsohn
Janet Nellis Mendler
Nancy E. Mercer
Agnes M. Miner
Pauline Mitchell
Alexandra Moore
Melinda Morris
Bernice and William Morse
Mary E. Mostaghim
Bea Muller
Doreen Murasky and Jim Emerick
Barbara Murphy and Gavin Eadie
Leslie and Terry Murphy
Rebecca Nadel
Virginia Simson Nelson
Shifrah Nenner and Jeffrey Ogden
M.H. and Jan Barney Newman
Sarah Winans Newman
Lora K. Newmeyer
Ulrike Peters Nichols
Robert Oliver and Alyson Robbins
Constance K. Olson
Paul L. Olson
Patricia J. Olynky
Elizabeth Oneal
Susan and Mark Orringer
Aline Underhill Orten Foundation
David W. Osler
Karen A. Palin
Donald and Ann Parfet
Family Foundation
Donna E. Parmeleee
Sarah Angell Parsons
Elizabeth M. Payne
Erica Peresman and David Jaffe
Julia Plevnia
Patricia L. Pohlman
Lana and Henry Pollack
Alisse S. Portnoy and
Mark Rothstein
Helen and Norris Post
Jennifer Potratz
Kathy and Philip Power
V. Jean Ramsey
Susan H. Rasmussen
Marjorie and Maxwell Read
Joan Rehlin
Cheryl McBrown Reichert
JoAnne M. Reid
Anne and Fred Remley
Elisha P. Renne
Amanda F. Renshaw
Lucy J. Reuben and John Cole
Sandra Rae Reynolds
Sandra J. Rice
Betty Richart
Ranny and John Riecker
Robbins Family Fund
Sarah Robbins
Margaret and Larry Root
Laurel L. Ross
Jean Rowan
Alice M. Roy
Elaine J. Rumman
Charlotte R. Sallade
Swanna and Alan Saltiel
Norma and Dick Sarns
Helen S. Schaefer
Nancy E. Schafer
Linda and Thomas Schuerman
Elizabeth A. Schlenk
Phebe M. Scott
Robert and Barbara Scott
Madeleine V. Seiler
Susan Sekreta
Suzanne Shavaker Moessler
Ingrid and Cliff Sheldon
Jean and Thomas Shope
Zetta Simmons-Clarke
Sandra Simon
Alice Simser
Margaret Skelly
Barbara Furin Sloat
Joan K. Slocum
Alene M. Smith
Greta Smith
Hilary J. Smith
Pringle F. Smith
Terese Smoore
Eloise R. Snyder
Lydia M. Soo
Eleanora H. Soves
Elizabet and Theodore St. Antoine
Mary P. Stadel
Ann and David Staiger
Lesley Starr
Virginia and Eric Stein
Candis and Helmut Stern
Cynthia J. Stewart
Wayne and Gail Streeter
Marlena M. Studer
Judith G. Sturm
Barbara Sugerman
W. Scott Gerstenberger and
Elizabeth A. Sweet
Terri L. Sweig
Margaret Talburt and James Peggs
Pat Taylor
Doris H. Terwilliger
Gloria D. Thomas
Alicia E.M. Tisdale
Karen L. Tishuk
Hitomi Tonomura
Janet M. Topolsky
Christine Toschi
Jacklynn C. Tracy
Janeth and Atherist Turner
Nelly S. Ullman
Mary L. Unterburger
Phyllis W. Valdez
Suzanne and Carl Van Appledorn
Douglas and Andrea Van Houweling
Nellie Varner
Joanne and Joseph Veroff
Rebecca and Charles Vest
Kerry R. Ward
Maria Weatherwax
Darragh Weissman
Carol and John Welsch
Leslie and Phyllis Werbel
Marina and Robert Whitman
Louise Wideroff
Elizabeth Wilkins-McKee and
Erik McKee
Jean and Richard Wilson
Rose and Gene Wilson
Elizabeth Ruthruff Wilson
Foundation
Susan Winshall
Charlotte A. Wolfe
Mary and Daniel Ziegeler
Claire M. Zuckerman
Zena D. Zumeta

We thank the following businesses for their support.
2401 Plymouth Road
American Business Women's Association
Depot St. Benevolent Association LLC
EPA, LLC
First Martin Corporation
First Properties Association
Green Road Associates
LTD Partnership
Homestead Commons
Homestead Office LP
Huron Ashley LTD Partnership
Keweenaw Partnership
Main/Washington Associates
MDI, LLC
Mill Creek Townhomes
Traver Village Limited Partnership
Traverwood Bank, LLC

Matching Gifts
A special thank you for the following companies who participated via the matching
program.

Abbott Laboratories Fund
Accenture Foundation, Inc.
DaimlerChrysler Corporation Fund
Ford Motor Company Fund
General Motors Foundation
Hudson-Webber Foundation
Merrill Lynch and Company Foundation
Northwestern Mutual Life Foundation
Pfizer Foundation
Pharmacia Matching Gift Foundation
PricewaterhouseCoopers Foundation
Square D Foundation
TCF Foundation
UNOCAL Foundation

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 Roxann Keating at 734.764.7271
or roxanneh@umich.edu so that we may correct our records.
Anne Lehker is a natural for the Center for the Education of Women’s Leadership Council. Not only does she have a valuable background as a teacher and social worker but, as she explains, “I’m passionate about education!” Anne has been a member of the Council since 2005, but her association with CEW began more than three years ago when her sister-in-law and CEW staff member Beth Sullivan recommended Anne for the team that selects scholarship finalists. It’s an assignment Anne loves. “It’s so inspirational to read the stories and learn about the scholars’ accomplishments.”

Anne was born in Muskegon. After graduating from Kalamazoo College with a BA in English, she taught in Bogota, Colombia for one year. From that experience Anne discovered a love for teaching, so she earned a teaching certificate at the University of Michigan. She taught at both Detroit Country Day School and in Hazel Park before returning to the University to earn a master’s degree in social work. For over five years, Anne worked in a variety of positions with Oakland Family Services, including as a home therapist with the Head Start Program.

Anne is married to Sam Slaughter, also a Michigan graduate, who owns Sellers Buick Pontiac GMC dealership in Farmington Hills. Anne and Sam have twin 13-year-old daughters, Claire and Katherine. They live in Milford, Michigan, where Anne is now committed to a variety of local organizations.

“Love of my role in the community,” Anne says. She’s on the curriculum committee and the strategic planning team of the Huron Valley School District. She sees her role there as twofold: helping administrators and teachers make key decisions; and learning as much as she can, in order to keep her neighbors and fellow citizens informed of the wonderful work the schools are doing – despite serious financial constraints and other pressures.

Another important part of Anne’s life is her involvement with the board of the Huron Valley Educational Foundation. Through the foundation, both she and Sam raise funds for school programs not supported by state funds.

Anne is also on the board of the Milford-area YMCA, formerly its president. She admires the role the “Y” plays in her community, especially its philosophy of not turning people away. One project of the board is to raise money to underwrite memberships for people who could not otherwise afford YMCA services.

Given Anne’s focus on community-based activities, she is especially impressed with how CEW serves the surrounding communities. “I love that anyone is welcome at CEW, to seek free counseling or to attend workshops. CEW is such a treasure. I want to help spread the word more widely about all the wonderful work CEW does. I want to absorb as much as I can and bring everything back to share with my own community.”

The more Anne learns about all the things CEW does, the more impressed she is about the three-part mission of service, research, and advocacy. “How wise of CEW to reach out to help people in so many different ways,” she says. “Most impressive, however, is the personal impact CEW makes. The programs may be wide-ranging but, whether it’s a scholarship, some counseling or workshop guidance, or research findings, the Center for the Education of Women focuses on helping an individual.”

Anne Lehker is a crucial part of the CEW team, and we are grateful for her enthusiastic support and hard work on our behalf. If you would like to speak with Anne about some aspect of the Center’s activities, including how you can become involved, please contact Betsy Wilson at 734.764.7291 or ecwilson@umich.edu.

Three New CEW Scholarships Added this Year

CEW’s robust scholarship program was increased by three this year, resulting in the awarding of 44 scholarships at our annual event on April 17. CEW has awarded over 1200 scholarships over the last 37 years. CEW Scholarship Awards are invaluable to their recipients; they often mean the difference between completing a degree or not doing so. Without the generous donors, many dreams would be deferred, if not abandoned. The gifts that fund these scholarships literally change lives.

AAUW: Mary Elizabeth Bittman Memorial Scholarship

In 2006, the American Association of University Women joined with the Bittman family to establish the Mary Elizabeth Bittman Scholarship. A member of AAUW for over 50 years, Elizabeth was an Honorary Life Member – Ann Arbor Branch. Despite economic difficulties, Elizabeth graduated from the University of Michigan in 1941 with a degree in political science – at a time when a college education for women was less common than it is today. In honor of Elizabeth’s belief that “An education is something that can never be taken away,” the Bittman scholarship is designed to help individuals whose studies have been interrupted to complete degrees in their chosen fields.

AAUW members (from left) Jennie Lombard, Ulla Roth, Barbara Murray, Scholar Michele Jo, daughter Nyah Way and boyfriend Dave McKim; and AAUW member Mary Mostaghim

Ruth Jeanette Buttrey Scholarship

The Ruth Jeanette Buttrey Scholarship, created in 2004 by her granddaughter Stephanie Buttrey, is being awarded for the first time this year. It honors Ruth Buttrey, who filled her life with learning and adventure. An early proponent of women’s education, Ruth studied at a teacher’s college as well as at the New England Conservatory and the Chicago Musical College. This scholarship recognizes an outstanding undergraduate, with a special focus on the fields of business and engineering.

Stephanie Buttrey (right) with scholar P. Kelley Emerson

Robert Bruce Dunlap Memorial Scholarship

This scholarship was established in 2006 in memory of Robert Bruce Dunlap, who was a long-time University employee, first at the University Hospital and later at the School of Dentistry, and who was an even longer-term sometime patient at the University Hospital. Because of Dunlap’s long association with the University Hospital and his gratitude to all members of the medical teams, it is appropriate that first preference for this scholarship be a student pursuing a career in a health-related field.

Connie Dunlap (left) with scholar Melissa Foster Rietz and her daughter.
Low-Income Wage Earners
Continued from Page 1

- Low-wage, entry-level jobs are just stepping stones for people. Not true.
  Low-wage jobs lack career ladders; without additional education or training, people are not likely to rise to jobs that pay substantially better wages.
- There’s “something wrong” with people who take low-wage jobs. They should be able to “pull themselves up by their bootstraps” and improve their conditions. Unfortunately, “blaming the victim” is reassuring and keeps us from looking at systemic problems in our society that make it difficult for low-wage workers to improve their lives.

While at CEW, Anne worked on creating a strong business case, an argument to convince the business world that improving the conditions for their low-wage workers is good for everyone. Among the arguments are these:
- Women in low-wage jobs are often forced to work two or three jobs to maintain their families. As a result, they are unable to devote the time to their children that would help ensure the welfare of the next generation of citizens and workers.
- The “fundamentally dehumanizing” conditions of some low-wage work make workers not value their jobs, which has many negative consequences for their employers, including high turnover costs and poor customer service.

The Twink Frey Visiting Social Activist Award was created in 2006, the result of a generous gift from Twink and her husband Jim McKay, CEW’s good friends and supporters. The award is designed to allow prominent community activists to be in residence at the University of Michigan and take advantage of the time and resources to advance their causes. It is also an opportunity for members of the CEW and University community to learn about the valuable work being done by social activists around the country.

Anne tells us that her time at CEW was valuable because she was able to escape her normal, hectic routine “create new energy around myself, and focus on my work in a new way.” She was also able to meet and build collaborative relationships with UM scholars who are researching the same issues with which Women Employed is involved.

Anne calls the Center “a rich resource for activists, full of positive energy and support. I was excited about the prospect of being a Twink Frey Visiting Activist from the beginning but, when I actually met Twink and saw how committed and encouraging she is and understood her vision, I knew this would be a valuable experience.”

Anne Ladky’s visit was a valuable experience for us too. Thank you, Anne, for sharing your knowledge and commitment with us.

WCTF Conference a Success

The Women of Color Task Force of the University of Michigan hosted its 25th annual career conference on Friday, March 2, 2007 at the Michigan League. The keynote speaker was Dr. Mary Frances Berry, a former chair of the US Civil Rights Commission and a graduate of both the U-M Law School (JD) and Department of History (PhD).

The WCTF annual conference, the largest career development event held at the UM, offered 47 professional, financial and personal development workshops designed to educate and empower attendees, and to equip them to become more active in their communities.

For additional information about the Women of Color Task Force and its programs, please contact Janice Reuben, WCTF Program Coordinator at 734-764-6331, or via email at wctfadmin@umich.edu.

UM Students with Children Face Barriers to Success

According to surveys conducted by CEW in 2005 and 2006, approximately 20% of UM graduate and professional students and a small number of undergraduates are parents.

Recognizing CEW’s long history of work on behalf of students with children, in January 2006 Senior Vice Provost for Academic Affairs Lester Monts commissioned the Center to create the Student Parent Policy Committee (SPPC), chaired by Sue Kaufmann and staffed by Beth Sullivan.

The Committee, which completed its work in April 2007, focused on several key barriers to success experienced by UM students with children:
- Financial aid that does not account for the living costs of dependent spouses/partners or children
- Unsupportive attitudes of some faculty and peers who question the academic commitment of student parents
- Limited part-time enrollment options for parents trying to balance family and academic responsibilities

In order to increase awareness of these issues, SPPC developed a letter that was sent to each dean, department chair, graduate chair, and member of the Academic Services Board. Signed by Provost Teresa Sullivan and Senior Vice Provost Lester Monts, it included suggested actions that could be taken to address these barriers and listed numerous resources available to support the needs of student parents. Estimates of the number of student parents at UM, their programs of study and their childcare needs were noted in the letter, based on the university-wide student survey conducted by CEW.

Before completing its mission, the Committee submitted a report to the Provost’s Office that outlined how each UM school or college accommodates requests for part-time enrollment by student parents. The report included recommendations to increase the number of master’s and professional programs offering regular part-time programs. It also urged the schools and colleges to develop additional financial aid resources that can be used by student parents to pay for the living expenses of their dependents.

Looking forward now that the Student Parent Policy Committee’s work has ended, CEW will continue to collaborate with the UM Work/Life Resource Center, Rackham Graduate School and other student parent advocates to address policy issues as they arise.
CEW Contributes to U-M Diversity Plan

In November 2006, Michigan voters passed Proposal 2, a constitutional amendment banning public institutions from discriminating against or giving preferential treatment to individuals or groups based on race, gender, color, ethnicity, or national origin. Before passage of the amendment, CEW staff and Leadership Council members were very active in educating university and community audiences around the state about Prop. 2’s potentially negative impact on women and members of underrepresented groups.

Following passage of Proposal 2, President Mary Sue Coleman appointed a Diversity Blueprints Task Force, chaired by Provost Teresa Sullivan and Senior Vice Provost Lester Monts, that included 55 faculty, administrators, staff, students and alumni representing many areas of the campus. In addition, a number of senior administrators who oversee areas that will be crucial to achieving diversity-related goals were asked to participate, including CEW Director Carol Hollenshead.

The Task Force mandate was to shape a plan not only to maintain the University’s current level of demographic diversity but also to infuse a vivid, engaged understanding and experience of diversity through all elements of University life. The Task Force began work in December 2006, submitted preliminary recommendations in mid-February, and generated a final report released to the public by President Coleman on March 20, 2007.

In releasing the report, President Coleman said, “I set an ambitious timeline for this Task Force because the work is so urgent. The diversity of our faculty, staff and students – and our ability to reap the benefits of that diversity – is vital to our future academic strength.” She continued, “This report presents us with some immediate actions, and a process for moving forward. We have a lot of hard work ahead of us, and our leadership team will be fully engaged in this work.”

According to Lester Monts, to whom CEW reports administratively, “The University of Michigan is seen as a leader in advancing diversity in higher education. The world is watching to see how we will respond to the challenges posed by Proposal 2. We have the benefit of learning from universities in those states which have experienced the loss of affirmative action. Our actions will be informed by their successes and failures.”

CEW staff contributed to the work of the Task Force in a variety of ways. The Student Parent Policy Committee, chaired by CEW Associate Director for Advocacy Susan Kaufmann, submitted a series of recommendations designed to promote the success of students who have children. The President’s Advisory Commission on Women’s Issues, chaired by Carol Hollenshead, submitted two sets of recommendations, one related to maintaining diversity among students and faculty, and the other focused on staff development and retention, particularly for women and staff of color. Beth Sullivan, the CEW Policy and Advocacy Coordinator who staffs both committees, played an essential role in developing proposals and supporting data. In addition, the Women of Color in the Academy project, staffed by CEW researcher Patricia Moonsamy and postdoctoral fellow Aimee Cox, submitted recommendations related to faculty recruitment, retention and success. Finally, Susan Kaufmann prepared two background briefing papers for Task Force leadership. A number of CEW’s suggestions are reflected in the report, and others will be kept for further consideration as implementation plans are created.

The Task Force report provides a discussion of underlying principles and specific recommendations, including:

- Expanded educational outreach and partnerships, especially to develop stronger relationships with K-12 schools and with other colleges and universities
- Strategies to help Michigan youth envision themselves as U-M students and to help Michigan parents guide their children toward this possibility
- Simplified financial aid procedures and additional resources to make a Michigan education more possible
- Enhanced links between faculty scholarship and research and the public good
- An increased role for alumni in maintaining Michigan’s commitment to diversity

The full report is available at: http://www.vpcomm.umich.edu/diversityresources/db-summary.html

Center for the Education of Women
University of Michigan
330 East Liberty Ann Arbor, Michigan 48104-2289 Tel. 734.764.6005
www.cewumich.edu