Carol Hollenshead, CEW Director since 1988, will retire on June 30, 2008. “I have now served as CEW Director for 20 years,” says Hollenshead. “Also this spring my younger child is graduating from college,” she adds, “so the time feels right to make a change. I’m proud of CEW’s work over the past two decades and look forward to watching the Center grow and change into the future.”

At the time Carol was named Director, CEW was still known as the Center for the Continuing Education of Women. During her tenure, the Center has significantly broadened its role and impact. The name of the Center was changed in 1989 to reflect its expanding role in addressing women’s issues and supporting women students, staff and faculty.

Jean Campbell, CEW Founder

“It’s been rewarding to watch CEW grow and prosper under Carol’s leadership, and I feel confident that the Center is well situated to continue moving forward and changing with the times.”

Over the past two decades, the CEW Scholarship Program, funded by private gifts and aimed at UM students whose education has been interrupted, has grown exponentially. Over forty-five scholarships are now awarded each year and the total number of CEW scholars is over 1,200.

Carol has been especially interested in maintaining and expanding CEW’s research program. In her time as Director, CEW has conducted research concerning women in the STEM disciplines, business and corporate sectors; faculty concerns; women’s leadership; educational access at undergraduate and graduate/professional school levels; and family-friendly policies in higher education as well as state and federal policy issues such as affirmative action and access to education for welfare recipients. Her involvement in the research area has included serving as Principal Investigator, conducting research surveys and interviews, writing articles and reports based on research findings, and presenting findings at national meetings and training sessions.

Mary Sue Coleman, President, University of Michigan

“As director of the Center for the Education of Women, Carol Hollenshead has been a dedicated and dynamic leader who has advanced the cause of women. She will be sorely missed, yet her presence will be felt every day because of her contributions to positioning CEW as a powerful source of education, research and leadership.”

“After retiring as Director of CEW, I plan to remain involved on a part time basis in a current project on the work-lives of contingent faculty,” Carol points out, “and I look forward to being able to focus on that project in a different way.”

Over the past twenty years, CEW has increasingly served as a locus for advocacy, support and career development of UM faculty and staff. The Women of Color in the Academy Project and the Junior Women Faculty Network, founded in 1994 and 1998, connect and serve faculty and work toward institutional change. In 2002 the Women of Color Task Force, which serves UM staff, moved its administrative home to CEW. In addition, the Center initiated leadership development programs for faculty, staff and graduate students.

Under Carol’s leadership, CEW has led campus efforts to address the needs of various groups, including nontraditional students and student parents. The advocacy and policy work of CEW also began to address state-wide and national issues.

As Director, Carol kept the work with individuals at the heart of CEW’s commitment to women. CEW continues to offer one-on-one counseling and programs for women and men from the campus and from the greater community. As she explains “We have always affirmed the original purpose of CEW, which was to assist individual women.

Twink Frey, Community Volunteer, Founder of the Nokomis Foundation, Philanthropist

“So much of the continued success of CEW can be attributed to the efforts of Carol. I have worked with Carol, first as an advisory committee member and then as a collaborator, on many cutting edge initiatives including, most recently, the Visiting Social Activist Program. Carol has been a state and national leader positioning the Center to continue its meaningful and innovative work.”

Please join us
A Tribute to Carol

Tuesday, June 24, 2008
3:00 to 5:00 pm
Michigan Ballroom at the Michigan League

RSVP by June 10 to marlese@umich.edu or call 734.764.6005

Great Potential. Great Achievements.
Spring 2008

Center for the Education of Women University of Michigan
FROM THE DIRECTOR

As I step down, I am confident that the Center’s mission and vision will remain vital and that CEW’s talented and dedicated staff will ensure that the Center and the women it serves thrive.

As always, I thank you for your continuing dedication to the Center for the Education of Women.

This April marked my 20th anniversary as director of the Center for the Education of Women. I often say that one can have a job, a career or a calling. For me, CEW and women’s advancement have been a calling, one that has combined the labors of the head and the heart. It has been exhilarating, challenging, humbling and heart-warming, but above all, rewarding.

I leave knowing that, thanks to our supporters and to our talented staff, the Center is strong and poised to move forward: we have attained a national reputation for solid gender-based research; we have become a powerful voice on the University campus and in the academy for women faculty, students, and staff; we have built an ever-expanding scholarship program that has already helped over twelve hundred women pursue their educational dreams; we have counseled thousands of women and we have designed workshops and programs that meet the changing professional and personal needs of the campus and the community.

Women have come a long way in the past 20 years. Today, five out of eight University of Michigan Regents are women, and women hold the top two University of Michigan posts of president and provost. Amazing! Nationally, women have experienced a number of firsts that I could scarcely imagine in 1988: not one but two women appointed as secretaries of state, a woman Speaker of the House, a serious woman presidential candidate, and even more astounding, a woman president of Harvard. (Of course, that took only 371 years.) In addition, the Violence Against Women Act was signed into law in 1994 and reauthorized in 2005. The Family Medical Leave Act (1993) became law and work-family issues moved to the forefront as employers, including the University, began to adopt more family friendly policies. Women’s enrollments in graduate and professional programs markedly increased and women made inroads into nontraditional disciplines including science, math and business.

We have made significant gains in the past twenty years—but are the gains great enough that we can declare victory and go home? Absolutely not! We still need women’s centers—and women activists—to provide leadership on issues in higher education and in society at large.

Our work is not done. Here at the University of Michigan, women still make up less than one-third of the faculty and only one-fifth of full professors; women of color represent only 7% of the faculty and a mere 3% of full professors. Women are still vastly over-represented in the lowest paying staff ranks and under-represented at the ranks of the highest paid. Enrollments of women undergraduates in engineering and computer science—here and throughout the country—have been going down, not up.

Nationally, as well as at the University of Michigan, the affordability of higher education is even more of a challenge than it was twenty years ago. Affordability is especially challenging for nontraditional students, including older students, immigrants and first generation college students. Low-income women who must accept welfare benefits to help feed and house their children have been virtually locked out of higher education due to “welfare reform” legislation. Even in traditionally-aged student cohorts, those from the bottom quartile of family income earn bachelor’s degrees at about a 12% rate, while those in the highest family income quartile earn them at a rate of 73%.

And while the wage gap has narrowed, it remains: in Michigan women earn 70 cents for every dollar a man earns. Nationally, a man with a high school education earns $31,715; with a four-year college education, $55,446. The comparable figures for women are $20,650 and $36,875.

So yes indeed, the Center will have plenty of work to do in the decades to come. The next Center director will find no shortage of challenges, but many rewards as well.

After June, I will continue on a part time basis to complete current research projects and initiatives. With a much reduced schedule, I look forward to more time for travel, for family, and for other pursuits, though I am also certain that I will continue to be engaged in issues of concern to women. After all, it isn’t so easy to shed one’s calling!

As I step down, I am confident that the Center’s vision and mission will remain vital and that CEW’s talented and dedicated staff will ensure that the Center and the women it serves thrive.

As always, I thank you for your continuing dedication to the Center for the Education of Women.

Carol H. Felsenthal
Hollenshead to Retire

Continued from page 1

Over time, our counseling has responded to social and economic changes, and our program offerings have broadened and increased.”

Lester Monts, Senior Vice Provost for Academic Affairs, University of Michigan

“Over the years I’ve appreciated Carol’s contributions not only to CEW but to the University as a whole, with respect to women’s issues as well as the broader spectrum of diversity issues.”

At its founding, CEW was a pioneering women’s center. Carol sustained that pioneering approach as CEW developed new programs and initiatives. It continues to be recognized nationally. In 2004, CEW received the American Council on Education Women’s Network Program Award for Outstanding Innovative and Visionary Programs Benefiting Women Leaders. In 2005 CEW was awarded the Member Center Award from The National Council for Research on Women, recognizing an organization whose recent work linking research and policy has had a significant impact.

In conjunction with her role as Director of CEW, Carol has chaired the President’s Advisory Commission on Women’s Issues (PACW) since its inception in 1989. The Commission is staffed by CEW and works closely with the Executive Officers in addressing issues of concern to women on the UM campus. As Chair of PACW, Carol has been instrumental in initiating and advocating for many of the UM policies that are especially important to women on campus including:

- Modified duties policy for faculty that grants relief from classroom teaching to adjust to parenting newly born or adopted children
- Ability of staff to use all days of paid sick leave to care for ill dependents
- Special salary increases for lowest paid staff
- Salary equity studies

Carol also has served the University in many contexts, including as a member of the University Diversity Blueprints Task Force. Carol currently serves on the National Executive Board of the American Council on Education Network and previously served as the state coordinator for the Michigan ACE Network. She also served on the board of the National Council for Research on Women and as the board chair of that organization.

Prior to becoming director of CEW, Carol held positions in the Office of the Vice President for Research, the School of Nursing and the Institute of Gerontology. Early in her career, Carol managed the first national conference on Women and Aging as well as Michigan’s first state-wide conference on older women and work. Her commitment to women’s issues has persisted throughout her career and across the University. This year she was awarded the Sarah Goddard Power Award by the Academic Women’s Caucus at UM for her “constant, tireless, and unflagging support and promotion of women.”

CEW in Action!

A new facet of CEW’s ongoing advocacy efforts can be found on our website in the section called CEW in Action. Here you can learn about our continuing and special initiatives related to important topics like access to education, women’s leadership, violence prevention and women in Michigan’s economy. In addition to pertinent facts about these issues, there are links to national and state associations as well as information on how to contact and influence lawmakers.

www.cew.umich.edu/cewaction

Women of Color Task Force Conference a Success

The Women of Color Task Force hosted its 26th annual career conference on Friday, February 29, 2008 at the Michigan League, with more than 650 people in attendance. The conference featured an opening keynote session and forty-five workshop sessions categorized under four major headings—Career Development, Financial Education, Health Education and Personal Development—all with a focus on the conference theme of Work, Lead & Succeed in a Global Economy. This event was organized by University staff members at the Ann Arbor campus, who volunteer their time to support career development and mentoring programs for staff and to address the issues affecting women of color staff at the UM. CEW provides staff support for the conference and for WCTF activities throughout the year.

The keynote speaker for the day was Dr. Keiya Ayers, the executive director of Esperanza Communications, a MBE/WBE media firm; and the founder of The Choice Network, a consulting group that provides career coaching to women enrolled in or planning to enroll in doctoral degree programs. During her talk, Dr. Ayers encouraged those attending the opening session to develop a strategic educational and career development plan that positions them to compete in a global market, but also to utilize their skills and talents to assist others in need. Dr. Ayers also challenged attendees to “fly to the aid” of those persons in need through community service and social activism on a local, national and global scale as way to enrich their own lives. Dr. Ayers received her undergraduate degree in psychology from the University of Michigan and completed a Ed.D in Educational Administration and Supervision in Higher Education from the University of Houston.

Save the date for the 2009 WCTF Conference, February 27, 2009.
Look for details at www.cew.umich.edu

Rebecca McGowan, University of Michigan Regent

“CEW was my front door into the University of Michigan when I moved to Ann Arbor years ago. I was invited to join its advisory council and, in doing so, I became increasingly familiar with the great issues confronting this University’s women—and the University more generally. Carol helped me navigate through these issues in the first instance—and was an invaluable leader and friend subsequently during my sixteen years on the Board of Regents. I am one of many deeply grateful to her for her leadership and humor throughout. We each depart as a woman sits atop this great University—and brilliant and effective women are everywhere on our campuses. Nice going, Carol—and thank you.”
This list reflects gifts received from January 2007 through December 2007.
Now is the Time!

With the University-wide Michigan Difference Campaign concluding in December, we want to ensure that all of our vital programs are fully funded. Thanks to our many supporters, we have exceeded our overall campaign goal of 3.5 million dollars. But, we are still under-funded in two key areas: The Counseling & Programs Fund and the Riecker Graduate Student Research Fund. They are now at 39% and 63% of goal respectively, and we need your help. Please contact Betsy Wilson at 734-764-7291 if you would like to learn more about making a gift to these funds.

Counseling & Programs Fund
Goal: $927,000 Gifts & pledges to date: $362,709

CEW's counseling services remain central to our mission. Last year, our counselors conducted over 1,100 appointments at no charge—working with community members, faculty & staff, and students. The counselors work with a wide range of issues including education and career planning, financial problems, and other transition issues. In addition, through a total of 58 programs, the Center reached over 1,300 participants with information on issues ranging from the job search process and work-family balance to such social issues as AIDS and the struggling Michigan economy. The Counseling & Programs Fund is our highest goal within the CEW campaign, which affirms our commitment to this important fund. Please join us in supporting this fund. For details, please contact Betsy Wilson at 734-764-7291.

The following vignettes illustrate the breadth of our counseling services—true stories of different names.

Louise: At a crisis point in her life.
Louise came to CEW when changes in her personal and professional life happening at the same time left her feeling overwhelmed and at the “crisis point” in her life. Married for 10 years and in her late 50’s, Louise was now looking at the prospect of a divorce at the same time she was searching for a new job, having recently completed a master’s degree to supplement her visual arts background.

A CEW counselor assisted Louise in a number of ways, helping her organize her thoughts and prioritize her tasks into manageable pieces. CEW provided referrals, encouraging her to seek legal assistance to help her with divorce settlement issues and providing hands-on assistance with preparing for a job search that led to several interviews. At that stage, CEW helped prepare Louise for her interviews and sort through her job options after she received multiple offers. In parallel to her job search process, the CEW counselor also worked with Louise around clarifying whether she wanted to stay in the region or return to another part of the country where she had more family support. No longer in crisis, Louise feels she has the tools to navigate through this period of adjustment, and knows she can return to CEW for further counseling support, and access to resources as needed.

Maria: Finishing her degree in mid-life.
Maria, a woman in her 40’s, came to CEW for assistance as she pursued completion of her bachelor’s degree, which she had started at a traditional age and not finished due to having a family. CEW assisted her in developing a plan of action regarding a career of interest that would also have good job prospects, as well as guidance regarding applications and financial aid. Her first step was to enroll in a community college where she took classes part time, focusing on pre-requisites for a specialized bachelor’s degree program at the U of M. She then successfully applied to the U of M program and was able to transfer into this program from the community college. During this phase of her education, CEW assisted her with the transition from attending community college part time to attending the U of M full time. Maria completed her degree as planned, and found a job to her liking soon after graduation.

The Riecker Graduate Student Research Fund
Goal: $400,000 Gifts & pledges to date: $250,000

CEW is a leader among academic women’s centers for conducting research. By maintaining an extensive research program, we stay at the forefront of local, national, and international gender issues. The Riecker Graduate Student Research Fund makes it possible for scholars to participate in the kinds of gender-focused research for which the CEW is famous.

Donors enable University graduate students to pursue their own gender-related studies or to be team members for on-going CEW research projects—mentored by the Center's experienced research specialists.

Combining research with advocacy, CEW has played a key role in many important issues. We have been:

- A strong advocate for the essential steps needed to increase the representation of women in science, engineering, business, technology and other key professional fields.
- A national leader in establishing family-friendly policies for faculty, staff, and students at UM and throughout the nation’s academic communities.

Last fall we announced a generous challenge gift for this research initiative from Ranny Riecker. For details, please contact Betsy Wilson at 734-764-729

“Women scholars will make an enormous contribution to solving the scientific, economic, political, and social problems that our world faces today, but the full impact of this contribution will only be realized if women's educational and employment opportunities are actively enhanced and enriched at all levels. The newly established Riecker Graduate Student Research Fund is one of several funds administered by CEW that will nourish this enrichment of opportunity for young women scholars at the University of Michigan.”

I am grateful for the support I received for my academic research and teaching at the University of Michigan, and I am delighted to be able to return a small part of the investment that was made in my career. Through CEW’s Riecker Graduate Student Research Fund, I can increase opportunities for current and future women students to develop critical research skills, expand their horizons and achieve their goals.” Sarah Winans Newman, Professor Emerita, Department of Cell and Developmental Biology, University of Michigan

Matching Company Gifts
A special thank you to the following companies who participated via the matching gift program.

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Two New CEW Scholarships Help Students Fulfill Their Dreams

April 15th marked another great evening in CEW history as this year’s recipients and donors were honored during our 38th annual scholarship event. This year’s scholars are impressive! The 2008-2009 CEW scholars represent all three University of Michigan campuses and a wide variety of disciplines. They are pursuing both graduate and undergraduate degrees and range in age from 28 to 57. We awarded a total of 45 scholarships this year and added two new scholarship endowments.

“AS SOON AS YOU CAN GIVE, GIVE BACK”
The Jane and Bill Bloom Scholarship

The Center for the Education of Women is delighted to announce that Dr. Jane Bloom and her husband Bill recently endowed the Jane and Bill Bloom Scholarship, awarded for the first time this year’s CEW scholarship event. With their gift, Jane and Bill urge recipients to “aim high and raise your sights” for a rewarding life. And their message to everyone is “As soon as you can give, give back.”

Jane is particularly excited that their $100,000 gift has been matched by President Mary Sue Coleman as part of the Presidential Donor Challenge for undergraduate scholarships. “I so much admire the President’s commitment to students. Bill and I are proud that, in President Coleman’s words, ‘generations of deserving students will benefit from our gift.’”

When Jane Bloom first walked through the doors of the newly opened Center for the Continuing Education of Women, she was only the second person to seek assistance. Her affiliation with CEW began in 1964 as an undergraduate, and it continues to this day.

According to Jane, “Everyone who comes to CEW has a great story to tell. Mine is just one of them.” But hers is one of our favorite stories. Jane Bloom is an exceptional person whose life models perseverance and determination. She was forty years old when she began her college education, at a time when nontraditional-aged undergraduates were seldom seen on campus. She was the mother of ten children, and she and Bill were raising 3,000 chickens on a farm outside Ann Arbor. Despite those challenges, Jane completed her bachelor’s degree in five years and then set her sights on becoming a physician.

She remembers the reactions of some people about her dream of being a doctor: “What do you mean you’re going to medical school? Are you delusional?” But, says Jane, CEW staff “never cared if you wanted to go to the moon! They believed in me and accepted my plans as natural and achievable.”

Now, after a thirty-year career as an internist and emergency physician, Jane has clearly prevailed and leads a rich, rewarding life. CEW counselors supported Jane all along her way. They helped her navigate the campus and the University regulations; they helped her adjust to the competing demands of family and school. And they gave her financial aid. When Jane first came to the Center, no formal scholarship program existed, and CEW had only minimal funds to offer would-be students. Jane even remembers the time she needed money for her medical school application and, CEW Director Jean Campbell wrote her a personal check for $100. “You can only imagine how grateful I was!”

According to Jean Campbell, Jane “has returned any nurturing she got from us 100-fold!” And with the Jane and Bill Bloom Scholarship we come full circle. Jane becomes the first recipient of Center funds to endow a CEW scholarship.

Looking back on her life, Jane knows that her parents instilled the values that inspired and sustain her. Both of them were college graduates; her mother trained to be a teacher, and her father was a veterinarian. Like Jane, her father struggled hard in the face of family and financial demands to complete his education. It was by accompanying her father on his rounds that Jane first became interested in medicine. And it was by witnessing her mother’s resourcefulness and generosity to others that Jane developed her own philosophy of life: “You keep going, two steps forward, one back, and just do it.”

Jane’s parents believed in education. Living in Oklahoma and struggling through the Depression, they still managed to send Jane to St. Joseph’s Academy for Young Ladies, a frontier school run by Benedictine nuns whose curriculum included science, philosophy, English, Latin, and table manners.

Today Jane and Bill extend their generosity to others as well as CEW. They have long devoted time and resources to Ann Arbor’s Forest Hills Cemetery, where one of their sons is buried. When they noticed that the cemetery trees were dying, they volunteered to plant new ones.

Now Jane directs an extensive project to plant new trees every year. Everything Jane and Bill do is a partnership. “My husband is very supportive,” says Jane. “I couldn’t have accomplished anything without him.” CEW thanks Jane and Bill for their continuing support. We honor their partnership with each other and with us.

The CEW Graduate Scholarship

The CEW Graduate Scholarship, presented for the first time in 2008, is the result of the current Presidential Donor Challenge launched by University of Michigan President Mary Sue Coleman to support graduate and professional students. The Challenge makes it possible for donors to increase the impact of their gift by matching a portion of their funds with a University contribution. The new CEW Graduate Scholarship Fund supports promising graduate students, ensuring that the University will continue to attract the “best of the best.” With gratitude, CEW acknowledges Loretta M. Skewes for establishing the CEW Graduate Scholarship Fund, thereby enabling others to contribute and ensuring that we will continue to grant CEW Graduate Scholarships in perpetuity. This Presidential Challenge runs through December 31, 2008.
On March 28, 2008, CEW and other University of Michigan organizations hosted “Crossing Boundaries and Building Bridges,” an exciting day-long conference at the University’s Detroit Center that explored the intersection of race and gender in university-community collaborations. CEW director Carol Hollenshead and Prof. Phillip Bowman, director of the National Center for Institutional Diversity at UM, delivered opening remarks. Dr. Bowman placed the conference theme in the context of Michigan’s struggling economy, calling for new thinking about the impact of gender roles on economic development.

Throughout the day, participants explored the questions: What makes successful university-community collaborations? What is the impact of taking gender into account while addressing problems associated with race, poverty and urban development?

Keynote speaker Linda Burnham, former director of the Women of Color Resource Center in Oakland, California, reflected on successful university-community collaborations, calling for clear assessment of the needs of both the community and the researcher, incorporation of the community’s voice into the research design, effective communication and shared trust, and commitment to share research results with the community in non-technical language. Stating that “all human activities have a gender dimension,” Burnham—CEW’s 2008 Twink Frey Visiting Social Activist—encouraged including a gender component in research related to race and poverty, yielding work that is richer, deeper, and more effective.

Connie Evans, the 2006 Twink Frey Visiting Social Activist, focused on “economic development as if black women mattered.” As the founding director of The Women’s Self-Employment Project in Chicago, Evans has over two decades of experience developing economic strategies for low-income black women, who are more likely to be heads of household, raising children alone, taking care of the extended family, and lacking savings, with home equity as their primary asset. She used the sub-prime mortgage crisis to illustrate how race and gender are inextricably linked, with black women receiving the highest number of sub-prime loans, regardless of their income, leading to high foreclosure rates and subsequent economic devastation in African American communities.

Following Burnham and Evans, two panels of community agency representatives and academic researchers demonstrated how their collaborations crossed boundaries of race and gender while building bridges between universities and community organizations. Their projects:

- Enable low-income and formerly homeless women in Boston to get college degrees while conducting action-research on poverty and homelessness, moving from being “subjects” to becoming effective advocates and leaders
- Promote school success, including achievement in the sciences for both boys and girls as well as college attendance, among students in low-income communities along the Texas-Mexico border
- Support bonding between adolescent boys and their non-resident fathers in Flint, Michigan
- Bring wireless computing technology to mostly female-headed families in low-income Detroit neighborhoods

A final panel focused on how universities, community organizations and foundations can best work together to promote positive social change in southeast Michigan. According to Aimee Cox, the research investigator who was instrumental in developing this program, “The input and involvement of activists on the ground in Detroit is vital to the University’s success in its community outreach efforts.”

The conference was part of a larger University of Michigan project called Crossing Boundaries. In addition to the conference, sponsors have launched a periodic opportunity for networking and conversation among faculty members who are engaged or interested in community-based work in the Detroit area that addresses the race/gender interface. They also offer free programs at the UM Detroit Center for Detroit-area non-profit organizations.

The project was developed by CEW in collaboration with the Ginsberg Center for Community Service and Learning, the Arts of Citizenship Program, and the National Center for Institutional Diversity with additional assistance from Professor Emerita Patricia Gurin. Project director Susan Kaufmann, CEW Associate Director for Advocacy, notes that in the context of Proposal 2, the Michigan constitutional amendment banning affirmative action, and the struggling Michigan economy, “we all believe this is a particularly important time for universities and communities to come together to add res to difficult social problems.”

To learn more about the Crossing Boundaries conference, see our website at www.cew.umich.edu.

The Crossing Boundaries Project is supported by the National Center for Institutional Diversity, the Office of the Senior Vice Provost for Academic Affairs, the CEW Frances and Sydney Lewis Visiting Leaders Fund, the Ginsberg Center for Community Service and Learning, and Arts of Citizenship.