You Spoke.
We Listened.

By Tiffany Marra, Ph.D., CEW+ Director

On my first day as Director at the Center for the Education of Women (CEW), I had one simple goal in mind: build off of the remarkable accomplishments that spanned the Center’s rich 54-year history, while working with the extensive talents of staff to improve the lives of others. In familiarizing myself with CEW’s past and its evolution over time, what stood out to me most was the consistent dedication to serving as an agent of change within the University of Michigan community. Throughout the years, CEW has remained dedicated to identifying unmet needs, creating programs and services to best support our constituents, and partnering with other units and U-M leadership to sustain successful programming.

Evolution of The Center

Though the Center for the Education of Women was founded with the distinct purpose of helping women achieve their academic pursuits, the Center has evolved, reflecting the changes in the diverse student, staff, faculty, and community population it serves. Over the years, CEW has increasingly supported underrepresented minorities, LGBTQ+ constituents, and various other marginalized populations that intersect with all genders. While 54 years of experience undoubtedly equipped CEW with a wealth of knowledge regarding the nuances of serving these populations, I quickly learned that in an attempt to provide the most tools and services to the greatest number of staff, faculty, and community members possible, CEW’s mission had grown increasingly unclear to both staff driving operations, and individuals seeking support. While we have been serving a diverse constituency for many years, that fact was not always outwardly apparent, presenting an opportunity to reorganize and rebrand in an effort to make CEW more accessible to those who can benefit from our programs and services.

CONTINUED ON PAGE 2...
Clarifying Sense of Purpose

Over the past year, students, staff, faculty, U-M leadership, program participants, event attendees, and community members were gracious in sharing their perceptions of CEW, including how they learned about us, services they utilize, and growth opportunities for the organization. Throughout this process we learned that our branding and operations made our intended audience unclear, we identified gaps preventing us from meeting the needs of our diverse constituents, and realized that by updating our website we could increase access to our programs and services. Better informed on the needs of our constituents, we began to reframe our work in a way that pays tribute to the Center’s incredible history; leverages the collective expertise of our staff; and expands how, as a U-M community, we understand and serve nontraditional students.

Meeting Need

In an effort to best impact the lives of a larger constituency, the Center for the Education of Women will now be known as CEW+, and will be driven by the following three core premises:

ONE

CEW+ will continue to address the challenges and issues uniquely faced by women, especially women of color, focusing on educational and financial supports, career advancement, salary negotiation, and creating communities that extend beyond U-M. While these programs and services target the challenges and issues faced by women, they are open to all.

TWO

In partnership with other units, CEW+ will become the home of emerging programs designed to support underserved, nontraditional populations by catalyzing, providing for, and incubating these ideas in the hope that they become institutionalized.

THREE

CEW+ will serve as a convening organization for units across U-M that serve nontraditional students. The work of the collective will be to identify the most significant barriers to student success faced by nontraditional groups and work with U-M leadership to create solutions.

THE CENTER FOR THE EDUCATION OF WOMEN WILL NOW BE KNOWN AS CEW+

What to Expect

While you may have already noticed some of these changes, including many examples throughout this newsletter, CEW+ will continue to evolve in the coming months. You’ll begin to notice expanded programming in alignment with other U-M units, as well as increased partnership across campus, innovative programming being piloted and evaluated, a fresh and user-friendly website, and new marketing materials. You’ve likely already noticed the change in name from the Center for the Education of Women to CEW+. This is an exciting opportunity for us as we are now able to better target our diverse audiences (e.g. CEW+Students, CEW+Veterans, CEW+Women in STEM). Though we will continue to serve women as a primary constituency in perpetuity, our focus is to ensure that anyone searching for belonging finds it both at CEW+ and the University of Michigan.

Throughout this process I am grateful to everyone who has provided their insights to inform these changes, especially our staff who have been amazing partners in this work. I am proud of what we have accomplished so far and I look forward to continuing this journey alongside each of you.

I welcome your feedback as the Center for the Education of Women becomes CEW+. 
Emergency Grants

While more students have received emergency grants during a crisis, the average award amount has decreased as a result of strategic partnerships with U-M schools, colleges, and departments.

- 27.4% of grants awarded
- 16.2% of funds dispersed
- 8.75% average award decrease

Community Counseling Appointments Attended

- +49.4%
- Community Counseling Participants

+37.3%

CEW+ Scholars 2017-18

- 11 Doctoral Students
- 33 Masters Students
- 13 Undergrad Students

This Year’s Awards Totaled Nearly

$375,000

With an Average Award of Over

$6,500

CEW+ Counseling

Undergraduate Participants | First Half of FY17-18

- 4.6% Students with Children
- 15% Underrepresented Minorities

Advocacy & Activism Symposium

- 258 people attended the symposium
- 12 workshops offered to attendees

596 people attended the Laverne Cox keynote speech:

Ain’t I a Woman? My Journey to Womanhood

CEW+ Networking Outing

- 97 Nontraditional Students

Along with their families were hosted by CEW+ in partnership with the Athletic Department for the U-M/OSU women’s basketball game.

This event was designed to make it easier for those balancing school, work, and family to participate.
On a cold, gray January afternoon, adventurous members of the U-M community gathered for a workshop to create, invent, and learn. This inaugural event, *Nontraditional Path: Becoming a Rocket Scientist and Thriving in Male-Dominated Spaces*, part of a brand new CEW+ pilot program, was presented by CEW+ Scholar Alumna and Associate Professor of Engineering Practice, UM-Dearborn, Dr. Line Van Nieuwstadt. During the program Dr. Van Nieuwstadt discussed her experience as a lead engineer at NASA where she navigated multiple identities to manage a predominantly male team as they successfully built the first Mars Rover. Her inspiring talk was followed by a guided mindful meditation and a hands-on project, teaching students how to solder. In supportive pairs, each person soldered their project, worked through challenges, and left with a sense of accomplishment.

We envision this workshop evolving into a series of programming under a larger initiative, *CEW+Inspire*, dedicated to celebrating diverse scholarship, exploring professional possibility, and providing tools to build coping and resilience through hands-on creative expression. Combining these diverse forms of learning and engaging instills self-confidence and a sense of agency, which is particularly important for students who are nontraditional as they are more likely to experience elevated levels of anxiety and self-doubt while navigating an institution structured for traditional students. By merging creative physical space, diverse scholarship, inspiring speakers, and mindfulness training, CEW+ intends to increase student success and feelings of belonging at U-M.

If you would like to receive emails about upcoming CEW+ workshops, visit tinyurl.com/CEWMailingList to add your email address.
To further advance diversity and inclusion at U-M, CEW+’s Director Tiffany Marra sought a way to gain direct input from students. In the Fall of 2017, after receiving guidance from U-M Student Life, the CEW+ Student Advisory Board (SAB) was created. The SAB works to inform and advise our leadership on the challenges faced by students, with a focus on the unique needs of underserved, and underrepresented students.

The SAB aids us in developing relevant and engaging programs, workshops, and initiatives that are responsive to the emerging needs of nontraditional students. By highlighting student voices and gaining insight into the needs of this population, CEW+ is able to present concerns and feedback to University leadership.

With representation from a diverse group of students, the SAB offers a wide variety of voices and perspectives which leads to the creation of unique programs, such as the CEW+ Nontraditional Student & Family Basketball Outing.

Dr. Marra challenged the SAB to suggest programming that would have a broad reach, and support students to honor a recent gift with the expressed intent to spend it on “something cool.” In partnership with U-M Athletics, CEW+ hosted an event, offering lunch and free tickets to the U-M women’s basketball game against OSU. With nearly 100 students, family members, and friends in attendance, the SAB was thrilled with the turnout and looks forward to creating similar programming that will have an even greater impact for nontraditional students.

CEW+ would like to thank the Kephart family for providing the funding for this event and for trusting us to make it “something cool.”
Join us in welcoming Caroline Lee and Ciara Merriman to the CEW+ Leadership Council. This volunteer advisory council provides valuable guidance to CEW+ as we grow and evolve, providing meaningful support and encouragement to students, staff, faculty, and community members. Leadership Council members offer donor perspective on CEW+ programs; serve as ambassadors, increasing the visibility of the Center; and assist in identifying possible donors and volunteers.

CAROLINE LEE

Caroline Lee, a biostatistician, joins the CEW+ Leadership Council with a wealth of professional experience in Bio Health Statistics. Over the years she has refined her skills working on clinical trials as a Clinical Statistics Manager for Pfizer and a Team Leader for Pharmaceutical Product Development (PPD).

In 1988, Caroline earned her B.A. in Economics from the University of Michigan. Upon graduation, she worked for Chrysler Motors as an engineering data analyst, later marrying and taking time off to raise her son. When Caroline decided to re-enter the workforce, she participated in CEW’s Administrative Internship Program, which offered a unique way for women to prepare to enter the labor force for the first time, or to return to it after many years. A CEW career counselor offered a data management internship in the Biostatistics department of the U-M School of Public Health which inspired her to return to school to earn her M.S. in Biostatistics. Of her first encounter with the Center, she says, “I appreciate what CEW did for me 25 years ago that launched me into my career.”

In her free time, Caroline enjoys traveling, visiting art museums, baking, reading, and watching movies. She has served as a volunteer on the CEW+ Scholarship Readers Committee, helping to review applications and select last year’s recipients, noting it as a positive and inspiring experience. Her most recent interactions with CEW+ involved consulting with CEW+ Director, Dr. Tiffany Marra, to evaluate data to determine the definition of a nontraditional student on the U-M Ann Arbor campus. As a member of the Leadership Council, Caroline hopes to provide consulting work with data analysis, as well as support to CEW+ in providing thoughtful career advice to women.

CIARA MERRIMAN

Ciara Merriman joins the CEW+ Leadership Council with nearly 20 years of experience in the field of financial services. Ciara began her current role with Fidelity Investments in 2015.

After graduating from U-M in 1998, Ciara got her start working as a stock broker with Morgan Stanley Dean Witter. Prior to her current position, she served as an advisor at AIG VALIC, Charter One Investments at Charter One Bank (now Citizens Bank), as well as Charles Schwab & Company. Ciara worked as a Wealth Management Advisor for TIAA-CREF until 2013, when she took a year off to spend time at home with her son. Returning to the field in 2014, she worked as a Personal Financial Representative for Allstate before joining Fidelity in 2015.

Ciara attended the University of Michigan, earning a B.A. in Psychology & English in 1998 and received support from CEW programs and services in her time as a student. A mother of 2, she gravitates to causes supporting African Americans, women, and children, seeking to help individuals feel safe, loved, and fulfilled. Ciara served on the 2017-18 CEW Scholarship Readers Committee.

Ciara is inspired by CEW+’s mission of ensuring that women and nontraditional students at the University of Michigan have both a voice and the resources to reach their full potential, benefiting the community and U-M as a whole. “I like the fact that CEW+ is not in a box,” Ciara says. “The organization is so multifaceted and able to step up and assist individuals with everything from scholarships, to career counseling...There are not many places that offer such a wide range of support.”
As one of only two women graduating from the University of Michigan College of Engineering in 1949, Irma M. Wyman was familiar with the unique challenges faced by women pursuing degrees in STEM fields. Recognizing that she could impact the lives of future generations of women following in her footsteps, Irma committed to providing vital financial assistance to these undergraduate and graduate students by establishing the Irma M. Wyman Scholarship Fund at the Center for the Education of Women in 1996. In the 22 years since its creation, this endowed fund has paid out over $350,000 to nearly 40 remarkable and resilient scholarship recipients in pursuit of degrees in engineering, computer science, and related fields at U-M.

Prior to Irma’s passing in 2015 at the age of 87, she created a generous bequest gift for CEW. When establishing this planned gift, her intention was to ensure that the funding and encouragement, which she found beneficial during her time as a student, would always remain available. As an advocate for women, Irma committed to a bequest that would provide additional scholarship funding, while also supplementing CEW+ programs designed to continue removing barriers for women pursuing degrees in STEM fields. Creating a holistic and thoughtful gift that would benefit multifaceted students was the true purpose of Irma’s efforts, and CEW+ is honored to carry out this work on her behalf.

In November 2017, Irma’s bequest was fulfilled, adding over $2.5 million to the Irma M. Wyman Scholarship Fund. Her familiarity with the struggles faced by women in STEM, paired with her desire to give women the opportunity to succeed have built a unique and significant legacy from which generations of women will draw inspiration. CEW+ is grateful for Irma’s consideration and generosity, and looks forward to supporting women and nontraditional students in their educational pursuits for years to come, just as Irma had envisioned.

For info about making a Planned Gift to CEW+, please contact Charlotte Myers at charlomy@umich.edu or 734-764-7258.

“SINCE MY LIFE HAD BEEN TRANSFORMED BY A SCHOLARSHIP, I KNEW EXACTLY WHAT THE IMPACT OF THAT WAS...I WANTED TO ASSIST OTHER WOMEN WHO WERE PERHAPS GETTING INTO THE SAME KINDS OF CHALLENGES THAT I WAS.”
The Women of Color Task Force (WCTF) celebrated its 36th career conference on March 2nd with a focus on free speech and information access. From a workshop on fake news conducted by University Librarian Jo Angela Oehrli, to keynote speaker April Ryan’s insightful comments on the role of a free press in the political process and the greater public good, conference attendees engaged in informative presentations designed to support their professional and personal development.

More than 800 people attended the opening keynote conference session at Hill Auditorium. The program featured special remarks from conference speakers as well as a conversation with April Ryan who has a unique vantage point as the senior most African American female reporter covering urban issues from the White House, a position she has held since the Clinton era. Since 1997, Ryan has served as the Washington, D.C. bureau chief for the American Urban Radio Networks, and in 2017 joined CNN as a political analyst. Ryan discussed the premise of her award-winning book, *The Presidency in Black & White*, and her latest publication, *At Mama’s Knee: Mothers and Race in Black & White*. Ms. Ryan, a graduate of Morgan State University, spoke about the challenges of maintaining a free press in a conservative political climate, and public access to accurate facts and data points.

New additions to the conference this year included the use of Guidebook, an interactive event management app that attendees used to create a personal schedule, post pictures and comments on social media sites, and evaluate workshop sessions. Also, several new workshops and presenters made their debut, including sessions on success strategies for recruiting diverse applicant pools for job postings, managing conflict and harassment in the workplace, and developing a leadership persona.

Of the 277 attendees who completed the WCTF conference evaluation, 28% reported that this was the only professional development event that they planned to attend this year. Designed to support the mission of the University by creating a skilled and diverse workforce, the conference offers opportunities for attendees to develop the core organizational competencies needed for career advancement and job satisfaction, while forming strategic professional alliances with colleagues during the networking sessions.

Several University and community organizations provided support for the WCTF annual conference including the Office of the Provost via its King-Chavez-Parks Visiting Professorship Program, the Department of Afroamerican & African Studies, the College of Literature, Science & the Arts, the Gerald R. Ford School of Public Policy, Michigan Medicine Human Resources, the Office of the Vice Provost for Equity, Inclusion and...
The Women of Color in the Academy Project presented its 7th Annual Shirley Verrett Award to Naomi André at a ceremony on February 12 attended by nearly 100 staff, students, faculty and community members. Dr. André is an Associate Professor of Women’s Studies, Associate Professor of Afroamerican and African studies, and Associate Director for Faculty at the LSA Residential College.

The ceremony featured musical performances by Marcía Porter, Soprano, who is an Associate Professor of Voice at Florida State University and cousin and former student of Shirley Verrett; Zori Martinez, Soprano, a Junior at Skyline High School; and Kathryn Goodson, Collaborative Pianist from the U-M School of Music, Theatre & Dance.

Dr. André’s publications include topics on Italian opera, Arnold Schoenberg, women composers, and teaching opera in prisons. Her forthcoming book, “Black Opera, History, Power, Engagement” (University of Illinois Press, Spring 2018) focuses on how opera has become a unique arena for expressing blackness and presenting new narratives about the intersections of race, gender, and nation United States and Europe, as well as in South Africa.

The Shirley Verrett award recognizes a faculty member whose teaching, performance, scholarship or service supports the success of female students or faculty in the arts who come from diverse cultural and racial backgrounds. Created in 2011 by the Office of the Senior Vice Provost, the award honors the late Shirley Verrett, a teacher who “would have walked the world over for her students.”

Verrett was a James Earl Jones Distinguished University Professor of Voice at the School of Music, Theatre & Dance, as well as an internationally acclaimed opera singer who was one of the pioneering leaders in the generation of black opera singers. She performed more than 40 roles all over the world during the course of her four-decade career.

If you would like to make a gift to the Women of Color in the Academy Project, contact Adrian Benedict at adrianb@umich.edu or 734-764-7271. For more information about the WCTF, please email wctfadmin@umich.edu.

If you would like to make a gift to the Women of Color Task Force, please contact Adrian Benedict at adrianb@umich.edu or 734-764-7271. For more information about the WCTF, please email wctfadmin@umich.edu.

Attendees participating in a workshop on achieving health and well-being in your work and life

Naomi André, 2018 Award Recipient
Supporting Global Learning for Nursing Students

By Kate Wright, Communications & Marketing, School of Nursing

Thanks to the generosity of the CEW+ Menakka and Essel Bailey Graduate Fellowship Fund in 2017, CEW+ awarded Bailey fellowships to eight graduate students of the University of Michigan School of Nursing (UMSN).

Audrie Bedenis (MSN ‘17), Katelyn Carey (MSN ‘17), Emily Chapin (current MSN student), Jaclyn Efrusy (MSN ‘17), Shantae Johnson (MSN ‘17), Samantha Sherwood (MSN ‘17), Nancy (Eliza) Singer (MSN, ‘17), and Nicole Morgan (MSN ‘17) traveled to Thailand in November 2017 for a two-week clinical immersion.

“I have never had the opportunity to participate in a global nursing experience. I knew this would be a challenge that would benefit my overall knowledge and competence as a future nurse practitioner, and help me think about healthcare from a global perspective,” explained Samantha Sherwood.

The Graduate Clinical Field Experience in Nakhon Ratchasima, Thailand, takes nurse practitioner students to Suranaree University of Technology (SUT), about 160 miles northeast of Bangkok, each November.

Institutional Ties

UMSN and Thailand’s Ministry of Health have a longstanding partnership which facilitated the development of this global clinical immersion. April Bigelow, Ph.D., ANP-BC, AGPCNP-BC, clinical associate professor, leads the project with Dr. Naruemol Singha-Dong, her faculty partner at SUT.

UMSN students are already RNs, working on their advanced practice qualifications.

“Our U-M graduate students are paired with SUT undergraduate students. Our students have the opportunity to learn from the SUT students about Thai health care and to teach SUT students about an advanced practice approach,” Bigelow explained.

Cross-Cultural Communication

Faculty leaders Pardee and Bigelow note that the language barrier is one of the hardest things.

In 2017, students had the option to complete a short course in Thai language offered by the Center for Southeast Asian Studies (CSEAS) and funded by CSEAS’ federal Title VI National Resource Center grant.

Different View of Health Care

The immersion experience gives UMSN students the chance to understand what rural health care is like in a different part of the world.

“While many things are similar to the United States, there are illnesses, injuries, and ways of managing them that are unique to the area,” faculty leader Michelle Pardee, DNP, FNP-BC, clinical assistant professor, explained.

Continued on Page 9...
The students are forced to consider which approach would have the largest benefit for the patient with the lowest cost, Bigelow added.

Much of the impact for students came from seeing a different version of community, and the value of trust between patient and practitioner.

“I feel as a new nurse practitioner, I will use the insight I gained from this trip to help form trusting relationships with my future patients and their families,” Samantha Sherwood said.

CEW+ thanks Menakka and Essel Bailey for supporting students who wish to engage in international travel and expand their learning while at the University of Michigan.
At CEW+, we navigate circumstantial barriers by providing academic, financial, and professional support to help you reach your personal potential.

Established to support women through higher education, we lift up women and all underserved communities at U-M and beyond. Through career and educational counseling, funding, workshops, events, and a diverse, welcoming community, we exist to empower.

We are CEW+, and we’re here to help you reach your potential.