



CEW Fundraising: Focus on Scholarships and Counseling Thank You CEW Donors! We Are Over Halfway to Our Campaign Goal

Grateful—Thank you to all of CEW’s spectacular donors! You have contributed—as of May 1, 2015—\$3,684,459 to CEW’s Victors for Michigan Campaign. We are 65% of the way toward our goal of \$5.6 million, with the Campaign just over halfway completed—it began July 1, 2011, and wraps up December 31, 2018. Our gratitude comes on behalf of those who use our services, received our scholarships, and participate in our programs.

Proud—You can be very proud of the work you support. We say it a lot, but it’s true—at CEW, our donors help us change lives for the better. Last month, we received an email from a CEW Scholar, a nontraditional undergraduate student who has four children and is balancing full-time work, school, and volunteer work at her church. She wanted to share the powerful impact of the education her CEW scholarship is making possible. She wrote,

“By applying the general accounting principles that I learned in the first semester to some of our current accounting processes at work, I was promoted to staff accountant 2 with an annual salary increase!!”

Ambitious—Because every year CEW still has many more qualified CEW Scholarship applicants than scholarships, and because we are so close to meeting our Scholarship fundraising goal, CEW will raise its ambitions for the second half of the campaign. The goal for scholarships themselves will likely increase by at least \$1,000,000, and will be paired with a similar increase for the

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Breakdown of Campaign gifts

- **Scholarships**—\$1,364,582 toward a \$1,600,000 goal—85%
- **Scholarship Program Sustaining Fund**—\$629,171 toward a \$1,500,000 goal—42%
- **Community Counseling Fund**—\$671,134 toward a \$1,600,000 goal—42%
- **Other Priority Needs**—\$640,000 toward a \$900,000 goal—71%
- **Number of Donors**—885
- **Range of gifts**—\$5.00—\$500,000

CEW Investigates What it Means to be a Nontraditional Student at U-M in the 21st Century.

In addition to celebrating our 50th anniversary last year, the Center simultaneously underwent a year-long review and assessment to determine our path for the next decade or more. As we reflected on the student constituents that we have been serving in the past and our effectiveness in serving them, we noted that the majority of the students who walked through our doors, received our scholarships and emergency funding, were mostly women who are 25 years or older, and/or student parents who are beginning or resuming their education after some interruption. We began to question if these demographics are the only two that we should prioritize for those who receive CEW’s resources and services. Hence we embarked upon a data collection exercise that would provide this additional information—more specifically, we wanted to know... Who are the students at the University of Michigan who consider themselves nontraditional? What social identities lead them to relate to this category of “nontraditional student?” What supports do they receive in their educational journeys and what gaps remain in supporting their academic success?

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From the Director

“There is much excitement in the air as CEW forges ahead and takes on many new challenges and changes at U-M. Our 50+ years demonstrate the proof that we have the resilience to adapt and continue to serve the needs of women, and increasingly more men, who seek to advance their education and careers at U-M.”



Gloria Thomas (left) with the 2015 CEW Elizabeth Charlotte Mullin Welch Speaker, American journalist and correspondent for National Public Radio and ABC News, Michel Martin. The Mullin Welch lecture was held in April. Established in 1989 by Frances Daseker and Marjorie Jackson in memory of their sister Elizabeth Charlotte Mullin Welch, the lecture seeks to bring to campus lecturers who exemplify Elizabeth’s characteristics: creativity, strength of character and expansive vision.

Our 50th anniversary last year gave us the opportunity to celebrate CEW’s accomplishments and impact over the past five decades. Such a milestone, however, also brings the chance to focus on the future, and the Center has also embarked on a lengthy self-evaluation and review of our mission and programs as we look to the next decade.

As documented in *A Matter of Fairness*, the history of CEW published in honor of our 50th anniversary, CEW has always responded to changing needs across the U-M campus. This has resulted in new initiatives as well as the retirement of successful programs as needs changed. As we look beyond 2015, we are once again repositioning the Center to align our services with the current research and teaching mission of the University.

Since its creation in 1989, the President’s Advisory Commission on Women’s Issues (PACWI) has identified needed policy changes and worked with other units to develop policies that ensure gender equity and promote women’s success at U-M. One of the outcomes of CEW’s thoughtful self-assessment is to have the Center focus more of its efforts and resources on the success of nontraditional and underserved student populations. As part of that decision, CEW will no longer coordinate and staff the President’s Advisory Commission on Women’s Issues (PACWI).

In 1964, returning women students exemplified the “nontraditional student” at U-M. For the past few years, however, Center staff have been exploring what constitutes a nontraditional student in the 21st century. Our understanding of the special needs of these students and our established programs that serve them position CEW to provide all nontraditional students with outstanding services. In the article on page 1 researcher Gilia Smith and I report on our current efforts underway to identify these students and their needs.

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Gloria D. Thomas, Ph.D.
Director, CEW

On our cover: Pictured are recipients of the CEW 2014-2015 Margaret Dow Towsley Scholarships. The Towsley Scholarships were established nearly 25 years ago by Margaret Dow Towsley, a force for change in the lives of women and children. Her legacy grows each year with almost 600 women having pursued degrees with the support from that original endowment. Those who knew Margaret Towsley describe her as a woman devoted to her family and an early advocate for equal access for women. Support for CEW programs and services continue with a recent \$500,000 grant from the Harry A. and Margaret D. Towsley Foundation.

CEW Investigates What it Means to be a Nontraditional Student at U-M in the 21st Century

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Beginning in April, CEW launched a series of focus groups with both undergraduate and graduate students, under the leadership of Dr. Gilia Smith, a former CEW researcher and a graduate of the U-M Center for the Study of Higher and Postsecondary Education doctoral program. Dr. Smith was hired as a consultant to lead the project.

Dr. Smith and her team of graduate students and CEW postdoctoral fellow Dr. Ekeoma Uzogara, conducted a total of 9 focus groups with more than 80 participants. The preliminary findings have been eye-opening. In addition to being older and having children, participants in the focus groups relate to the nontraditional student category based on visible and invisible identities, such as living in or near poverty, living with a disability, re-



covering from substance abuse, being a military veteran, being a sexual minority, being an international student or a student from an underrepresented race/ethnicity, and almost

every combination and intersection of these, and other, demographic identities.

In addition to inquiring about identities, we also asked students which services they use to achieve academic success, and what additional services and resources are needed. Our next steps will be to conduct a short series of focus groups with faculty and staff who also serve these students, and to perform a full analysis of the focus group data. The ultimate goals of the project are to fine tune the array of services that CEW offers to nontraditional students and to identify possible collaborators for the programs and resources to be established. Stay tuned for updates as these findings emerge and CEW plans our response to these needs accordingly.

CEW Works to Complete Campaign Goals CONTINUED FROM PAGE 1

Scholarship Program Sustaining Fund. This Fund is an essential operating endowment to sustain the vital aspects of the CEW Scholarship Program, which help to support the academic success of the awardees—robust outreach, assistance navigating the University, validation of the students' ambitions, a community of fellow travelers, and support services.

The final major Campaign goal is CEW's Community Counseling Fund, which is an endowment to support the Center's ability to provide career and educational counseling for community members who are not affiliated with the U-M. The original goal of \$1.6 million will remain the same, because it is just what we need to endow the equivalent of a counselor's position at the Center. CEW wants to always have the ability to make this kind of a difference, as shared with us by a counseling participant:

"My counselor's very personalized guidance and thoughtfulness at all junctures was what enabled me to turn my hopes into the reality of a job offer . . . I will forever be grateful to her and CEW for providing me with exactly the expertise and compassion I needed. Thank you!"

Two gifts that were put in place years ago, and which were realized during the Campaign, have accelerated "our" fundraising success and have made it possible to increase our goals. The first gift is a bequest of \$200,000 from former School of Public

Health Assistant Professor Elizabeth Dusseau, for scholarships in Social Work—the Margaret Dusseau Brevoort Scholarship—and one in the Sciences, the Elizabeth M. Dusseau Scholarship. The second is a bequest of nearly \$448,000 from the late Professor Emeritus Joseph T.A. Lee, Taubman School of Architecture and Urban Planning,

for scholarships in the arts and literature. The Lee gift will increase the number of Elsie Choy Lee Scholarships CEW can award each year.

If you would like to participate in the Campaign, please contact Mary Lynn Stevens at malyhe@umich.edu or call her at 734-764-7291.

Retirement Income Solutions, Inc. Grants CEW Scholarship

CEW is proud to announce a new scholarship award, made possible by a gift from local financial advisory firm Retirement Income Solutions, Inc. (RIS). Through the CEW Scholarship Program, a \$5,000 Retirement Income Solutions award will be given for academic year 2015-16, to a nontraditional student at the University of Michigan.

Margaret Kephart, Senior Vice President and Portfolio Manager at RIS, and CEW Leadership Council member, spoke about what motivated her team of colleagues to support a CEW Scholarship. "We all believe strongly that education holds the key to a better life and have seen that play out in our own families and communities. And, many of our clients work in higher education, so this scholarship was a natural extension of the work we do."

RIS was so enthusiastic about providing support for students that they first considered establishing and conducting their own scholarship program. However, according to Kephart, "We quickly decided it would be more beneficial to leverage existing resources that already do this work expertly and with tremendous impact—like CEW." In this initial year of support, RIS also chose to fund scholarship efforts of two other outstanding local organizations: Girls Group and the Ann Arbor Rotary Club.

"We intend," says Kephart, "to make the Retirement Income Solutions Scholarship Initiative an enduring one in the Ann Arbor Community."



Margaret Kephart,
Retirement Income
Solutions, Inc.



Campus Collaboration

Michigan Partners Project Updates, Community Capacity Building Plans, Change in Staff

As the Michigan Partners Project enters its final year, CEW looks forward to supporting continued efforts in state-level policy change through new community capacity building and MPP spokeswoman foci. For the past two years, CEW has coordinated a Ford Foundation-funded initiative to convene scholars, practitioners, activists and community members to promote Michigan women's economic security. The MPP's final activities will be coordinated by Beth Sullivan, incoming MPP Coordinator. Sullivan, a longtime CEW staff member, looks forward to taking on the new challenges the MPP offers.

The MPP's agenda focuses on increasing workers' access to paid sick days, improving college support structures for pregnant and parenting students, and increasing child care subsidies and access to college education for low-income women, especially those on public assistance.

During the MPP's first two years the outgoing coordinator, Ebony Reddock, concentrated on narrowing the focus of the coalition's work as well as developing relationships with like-minded organizations, coalitions and individuals. Resulting activities have included community meetings, a national conference, and a policy brief outlining the implications of various policy issues for Michigan women and families.

The focus on organizational capacity building follows the success of October 2014's policy advocacy training supported by the MPP and facilitated by the Detroit Urban Research Center. The goal is to support staff and volunteer training for "grass-roots" and "grasstop" organizations that want to expand their policy advocacy toolkits. Through partnerships with national advocacy organizations such as Wellstone Action, the MPP will offer free trainings to its member organizations. Topics will range from developing campaigns and building alliances to messaging and working with the media.

The MPP also seeks to increase awareness about the experiences of women living in or near poverty through supporting MPP spokeswoman Kindra Speech, Nyeeyah Waldron and Dr. Rita Fields. All three are experienced public speakers and advocates with powerful stories illustrating the effects of policy barriers on women and families and the benefits of progressive policies in achieving economic self-sufficiency.

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Equal Pay Day

Alongside partners such as the American Association of University Women (AAUW) of Michigan and MiLEAD, the MPP participated in Equal Pay Day activities on April 14, the day that symbolizes "how



Surrounded by state legislators, MPP Spokeswoman Kindra Speech addresses the Equal Pay Day Rally at the State Capitol in Lansing.

far into the year women must work to earn what men made in the previous year." (<http://www.pay-equity.org/day.html>) In the morning, Gloria Thomas, CEW director, spoke to a crowded audience at AAUW's Issues Briefing in Lansing. She shared the impetus for the MPP's convening and emphasized the importance of listening and responding to women's narratives in policymaking. During a noon event in the State Capitol's Rotunda, two MPP spokeswomen, Kindra Speech and Dr. Rita Fields, joined a packed agenda of speakers including state legislators and activists from AAUW and Mothering Justice. Their stories powerfully illustrated how policy has profound personal impact. At another Equal Pay Day event in Canton, Nyeeyah Waldron sat on a panel hosted by Rep. Kristy Pagan (D-21st Dist.). The audience appreciated Waldron's insights detailing how corporations and educational institutions can better support women, especially women with families.

If you are interested in hosting one of our Michigan Partners Project spokeswoman, please contact Beth Sullivan, MPP Coordinator, at bsulliva@umich.edu



MPP spokeswoman Rita Fields meets with audience members after the Equal Pay Day rally.



33rd Annual WCTF Conference Focuses on Managing Employee Engagement During Major Institutional Change

On March 6, 2015, the Women of Color Task Force (WCTF) hosted its 33rd annual career conference. This year's event sought to equip University staff with the skills to navigate the major institutional changes taking place on the Ann Arbor campus as the U-M continues to shift its administrative operations from the units to a more centralized, shared services model. Staff have been experiencing acute changes in work load and job description as well as the physical location of their offices. The capacity building workshop sessions offered at the conference were designed to address three main factors that can directly impact organizational change: employee engagement, leadership competency and stress management.

Alfred Squire, former workforce development manager for the Greenville Health System (GHS) and current director of the GHS MedEx Academy, gave the keynote speech to an audience of nearly 500 people, about strategies for building a stronger institution through effective leadership, engaged employees and diverse work teams in the midst of managing organizational change. Squire's afternoon workshop on leadership core competencies complemented several new



“The keynote speaker, Alfred Squire, provided a road map for conference attendees at all levels in the workplace. His presentations included several reflective instruments to use that will help me become a better employee and a more effective manager.”

Marlanna Landeros, MSW - Program Manager, Special Events/Student Programs, University of Michigan Division of Public Safety and Security

sessions on managing organizational change and planning for career transitions.

For the fourth straight year, TIAA-CREF has served as the Platinum Plus Corporate sponsor for the annual conference, providing both major financial and in-kind support for this event. Staff from the Ann Arbor offices conducted two workshops on retirement planning and hosted an information table.



Additional pictures from the 2015 WCTF Career Conference are available on the CEW website at <http://www.ceb.umich.edu/about/news/20150126/16309>

For more information about the Women of Color Task Force and its workforce diversity initiatives, please contact the WCTF Program Coordinator at 734-764-6005 or wctfadmin@umich.edu.



Upcoming Activists Will Examine Women's Empowerment



Each year, CEW's Twink Frey Visiting Social Activist (TFVSA) program brings a gender-justice advocate to Ann Arbor to work on a special project and interact with members of the U-M community. This September, the fellowship will support Sophia Kruz, a graduate of the University's Screen Arts and Culture program. Kruz is currently filming her documentary *Creating4Change*,

which features four courageous female artists from Brazil, India, Senegal and the US. These women use graffiti, dance, music and fashion design to create a more just, secure, and beautiful world. The film explores 21st century barriers to gender equity, including human trafficking, female genital mutilation, domestic violence, and extreme poverty. Through the eyes of the four featured artists, viewers will see the transformative power of art, and how it can be tapped to empower women and girls globally.

Kruz will devote her fellowship to creating a curriculum and film discussion kit to use when screening the film. Being international in scope, the film and kit will be translated into several relevant languages for use around the globe.

In the fall of 2016, CEW will host Susan Eisenberg as that year's Twink Frey Visiting Social Activist. Ms. Eisenberg directs the *On Equal Terms Project*, a traveling exhibit that celebrates the craft and experiences of women in the male-dominated construction and skilled trades industries. Her VSA project will translate her three-dimensional exhibit into a more broadly available website exhibit.



Black and white photo above: Sophia Kruz, the 2015 CEW Twink Frey Visiting Social Activist

Above: Susan Eisenberg, the 2016 CEW Twink Frey Visiting Social Activist.

Photos from Kruz's film, *Creating4Change*

Background photo above: Artist Pamela Castro rests near one of her murals.

Photo at left, Indian dance therapist, Suhini Chakraborty; American fashion designer Anna Taylor; Senegalese singer, Sister Fa, and Brazilian graffiti artist Pamela Castro.

CEW Scholar Stories: Moving Forward!

Each year CEW awards approximately 50 scholarships to students who have had a disruption in their education and now are returning to U-M to complete or to start their degrees. While they are each pursuing degrees in a number of different fields and areas of study, they do share common traits of intelligence, vision, perseverance, and

potential. The fifty awardees from our most recent 44th Annual Scholarships Awards in 2014 are, like their predecessors, extraordinary people. Here are the stories of two 2014 Scholarship awardees, both undergraduate students. For more information about the CEW Community of Scholars, see page 8.

Rebecca DeCamp, An Appetite for Learning

Rebecca DeCamp's desire to be a teacher was first ignited in grade school by a teacher who believed in her. The fire was fueled again by a community college history teacher who told captivating stories. Rebecca also loved musical performance, won a bassoon scholarship to Central Michigan University and set out to become a music teacher.

Although Rebecca was unable to complete that degree, she did confirm for herself that she has a knack for helping others learn. "The look on the face of fellow classmates when I'd helped them understand what they needed to do, and more importantly why they needed to do it, was all I needed. Teaching became something that I craved."

Over ten years later, Rebecca was delighted to be able to fulfill her dream. This time with family in tow, Rebecca drew upon her talent and love for foreign languages by majoring in Spanish education at the University of Michigan. Rebecca completed her bachelor's degree this month, and is looking forward to beginning her new life as a secondary school Spanish teacher, creating a classroom that's comfortable and fun. "I want my students to look forward to my class."

Citing her outstanding proficiency with the Spanish language and her "voracious appetite for learning," Rebecca's professors rate her highly. As one of them tells us, "Rebecca is the very best of what Michigan has to offer."



Photo above: Rebecca DeCamp, 2014-2015 CEW American Association of University Women (AAUW): Mary Elizabeth Bittman Memorial Scholar



Kedishia Grant, A Passion for Business

"My journey," says Kedishia Grant, "began in the Caribbean island of Jamaica, where I grew up in a poor socioeconomic society. My grandmother ran a small grocery store, and I often helped out." Their customers were farmers and other poor citizens, and the store was barely able to survive. Kedishia knew that she wanted a better life for herself and her family.

She studied hard and earned admittance to one of her country's most prestigious high schools. There, Kedishia was introduced to basic economic principles "I developed a passion for business," she tells us, "and decided to become a business professional in order to contribute to the economic development of my own community."

After completing the first step toward that goal, obtaining a certificate in business studies from the Caribbean Examination Council, Kedishia came to the United States and earned an associate's degree in business and liberal arts from Washtenaw Community College. Kedishia then transferred to U-M to earn her bachelor's degree in economics and international studies.

Kedishia was awarded the 2014 CEW Ruth Jeanette Buttrey Scholarship. She was recently selected to participate in the competitive Michigan Public Service Internship program, a program that prepares students over the course of two semesters for an internship in D.C. Kedishia is on track to graduate in May 2016. She plans to earn an MBA and set out on her goal to "transform the despair of the world's hardest physical laborers into hope and endless possibilities." Kedishia is well on her way to reaching her professional goals.

Photo above: Kedishia Grant, 2014 CEW Ruth Jeanette Buttrey Scholar

CEW is proud to help support the educational efforts of Rebecca and Kedishia through its Scholarship Program. If you would like to learn more about CEW's Scholarship Program, please see <http://www.cew.umich.edu/services/scholar>

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Inviting All CEW Scholars to Create the CEW Scholar Community

The CEW Scholar Community is a scholar-centered network created to engage the over 1,600 current and former CEW Scholars in a supportive and empowering community. With the support of CEW staff, current and former CEW Scholars formed three volunteer task forces to guide the development and launch of this pilot initiative.

The vision for the CEW Scholar Community is to support, inspire, and unleash the collective power of participating Scholars and Fellows to make a positive impact in their lives, in their communities, and in the world. In order to realize this vision, we need your participation!

There are multiple rewarding ways for Scholars and Fellows to be involved in building the CEW Scholar Community, from participating on a task force to further this pilot initiative, to helping to shape and launch these events, to volunteering the day of the event. **Please contact Doreen Murasky, dmurasky@umich.edu, 734.764.6360 if you have questions or would like to volunteer.** We look forward to hearing from you!

We invite former and current CEW Scholars and Fellows to:

1. Help us Create a CEW Scholar Virtual Community

Stay connected with former Scholars and network with new Scholars! The development of a robust Scholar-only virtual community will soon be underway, with the infrastructure supported by CEW staff. In order to build relationships through this effort we need your participation. Send us your current and preferred email address to cew-scholarcommunity@umich.edu We'll be mailing more details later this summer.

2. Volunteer at our 2015 Summer Event

Help us reach out and get to know the new 2015-16 CEW Scholars and Fellows at our upcoming "Welcome to the CEW Scholar Community Summer Celebration." Join us on Tuesday, July 28 from 5:30 to 8:00 pm at SPARK, 330 East Liberty Street, Lower Level. To make this event successful we need participation from former CEW Scholars. If you are interested in attending or volunteering, please email Doreen Murasky at cew-scholarcommunity@umich.edu

3. Attend our CEW Scholars and Fellows Weekend

Save the dates! This year's fun-filled and inspiring Scholars and Fellows Weekend will take place October 2nd to 4th, 2015. The wildly popular Friday night small gathering dinners will return on October 2nd. The CEW Scholar Community Annual Gathering will take place on October 3rd with the the 45th Annual Scholarship Awards Ceremony to be held on Sunday, October 4th. More details to follow!