



## Who are Nontraditional Students Today?

# Increasing Understanding of U-M Nontraditional Students

For more than 50 years, CEW has been dedicated to encouraging and enhancing the education and careers of adult women through its programs and services, scholarships and advocacy. During this time, CEW has developed strong expertise and a track record for helping female nontraditional students succeed.

We have also seen the definition of “nontraditional” evolve over time – from the returning female student of the 1960s to our current constituency who represent increasingly diverse identities and life experiences. Many of these students’ paths to education and careers have been non-linear; and matriculating in a traditional, academically elite institution like the University of Michigan presents unique challenges. To ensure that our understanding of this group remains current and robust, CEW undertook an in depth study of nontraditional students in 2015. The study was led by 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. (See the CEW website, [www.cew.umich.edu](http://www.cew.umich.edu), for an executive summary and a list of research team members.)

**There were many “markers” that prompted students to label themselves as nontraditional – the five most common in our study were being an older student, a person of color, a commuter, a first generation student, and being a caregiver.**

### The Nontraditional Student Study

Based on current research, national trends, and our extensive work with nontraditional students, a focus group protocol was developed. Questions were designed to deepen our understanding of nontraditional student identities, the challenges these students encounter, and the resources needed to support their success at U-M. Twelve focus groups (9 with students, and 3 with staff and faculty who work with nontraditional stu-

dents) were conducted, resulting in over 22 hours of audio that were transcribed, coded and analyzed.

There were many “markers” that prompted students to label themselves as nontraditional – the five most common were being an older student, a person of color, a commuter, a first generation student, and being a caregiver. Women remain overrepresented in the majority of these categories. Notably, while just 8% of the sample identified a single marker, 92% of our sample identified multiple markers of nontraditional status – the median number of nontraditional markers identified was four, and 38% of respondents described their nontraditional status as a combination of five or more identities or life experiences that they considered nontraditional.

### Students Describe Their U-M Experiences

During the focus groups, students talked in depth about how these multiple markers, or intersecting identities, worked together to complicate the students’ experience here at U-M. In the words of one student, “I have a couple of different things that make me feel like a nontraditional student. I am a mother.

CONTINUED ON PAGE 3

## INSIDE

PAGE 2 » From the Director  
PAGE 3 » Nontraditional Students

PAGE 4 » Young Feminists / Gender Wage Gap  
PAGE 5 » Two Upcoming Events

PAGE 6 » Meet Debotri Dhar, Visiting Scholar  
PAGE 8 » Giving Blue Day Wrap Up

# From the Director



*“CEW is now at a great point for beginning this next period under new leadership. As of June 30<sup>th</sup> of this year, I will be stepping down from the role of director to explore other professional opportunities. . . I’m proud to be leaving the Center in terrific shape.”*

There is a wind of change in the air at CEW as we launch into 2016. And with all the exciting change that we are creating, CEW is now at a great point for beginning

this next period under new leadership. As of June 30<sup>th</sup> of this year, I will be stepping down from the role of director to explore other professional opportunities. After serving in this role for the past 7 years, I’m proud to be leaving the Center in terrific shape. During my tenure, and with the support of wonderful faculty and staff colleagues, students, volunteers, and remarkable donors, CEW has accomplished a great deal.

CEW has developed strong expertise and a track record in helping female nontraditional students succeed. While continuing to retain our historic focus on women, the Center is expanding its reach and services—directly and through campus collaborations—to help the larger population of nontraditional students at U-M. We learned more about who these nontraditional students are and what their unmet needs and experiences are through a series of focus groups that we conducted last Spring.

*(See story on page 1.)*

We have already begun to serve this broader array of nontraditional students by identifying existing campus partners, helping to establish a new student organization and building collaborations to provide additional programs, services and resources to support nontraditional students. Whether they are student parents, commuters from Detroit, or students returning to U-M to obtain an undergraduate degree in their 30s or 40s, they too

deserve the opportunities to be among the leaders and best. CEW stands ready to facilitate their accomplishments.

Along with redefining our constituents, CEW has revised the eligibility criteria for our scholarships as well. Our historical criterion was a 4-year gap in one’s education; however, we came to find that we were not best able to reach the group of students we wanted to target. The new criteria are: a gap in one’s education and/or being a caregiver of children or adults. We believe these newly established criteria will help us really reach the students most in need of support as they navigate their educational journeys.

In the years ahead, CEW will continue to support campus efforts toward welcoming and retaining an increasingly diverse group of students and community members who seek affiliation with the University—not only based on race and gender, but also based on their self-reported nontraditional student experiences.

We are committed to strengthening our position as a strong campus and community resource, and proud that diversity and inclusion continue to be key components of the Center’s mission.

Looking ahead, we still have much work to do, and the Center is poised to forge ahead with all these new initiatives while preparing to welcome new leadership. Meanwhile, I look forward to being in touch with you before my departure, and to working with the Provost’s office to help with the transition to CEW’s new leader for the next academic year.

Sincerely,

Gloria

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**On our cover:** Pictured on our cover are participants from the 2015 Women of Color Task Force Conference. The Women of Color Task Force (WCTF) is a staff organization, founded in 1979 at the University of Michigan, that provides professional development opportunities for employees, with a special focus on women of color staff. For more than 35 years, the Task Force has served as a forum for the exchange of information about the status of women of color staff at the University of Michigan and as a focal point for action necessary for the resolution of their concerns. The Conference, held each year in the early spring, is open to all. Read more about this year’s conference on Page 5.

## Increasing Our Understanding of Nontraditional Students

CONTINUED FROM PAGE 1

I identify as bisexual and I work full-time. So I have all these different things that really, even if I meet someone who may be able to understand me on one level. . . there's not a group of us, there's not a support system for any of us, . . . it's just hard. I feel alone all the time."

Another theme that emerged from the focus group data was how the identity of "nontraditional" was particularly influenced by the majority demographics here at U-M's Ann Arbor campus. The current student body is primarily white, affluent, able-bodied, and lives on campus. Students who differ from these "norms" reported feeling marginalized. This was true for both undergraduate and graduate students in our study. Specific concerns/negative experiences and obstacles to success that were identified included: micro aggressions (slurs, stereotypes, safety concerns), micro invalidations (feeling invisible, tokenized), inadequate childcare resources, stress/anxiety of balancing school and home/work life, social isolation, lack of recognition of the value they bring to campus, and difficulty establishing relationships with faculty, staff and peers due to stigmatization.

**Ultimately, we'd like to see all nontraditional students thriving in a campus environment that understands their needs and celebrates the rich diversity of lived experiences they bring to the academic community.**

### Next Steps

It is clear there is much work to do in order to support these motivated and resilient students as they work towards achieving their educational goals and flourishing here at U-M. Many students commented that participating in the CEW focus groups was the first time they had the chance to express their concerns and connect with other nontraditional students, and one student was inspired by this experience to create a new student organization called MONTS (Michigan Organization of Nontraditional Stu-

dents). CEW is now working with MONTS to create a hub of social support and resource sharing for undergraduate and graduate nontraditional students. Additional next steps underway include sharing our findings across campus, collaborating with campus partners, and developing programs designed to address concerns as well as opportunities raised in the focus groups. Ongoing engagement with and programming for nontraditional students will yield further feedback, which will inform additional programming efforts and work with campus partners to increase support for these students.

Because women students are more likely to be caregivers, older and first generation, CEW's nontraditional student constituency will likely remain predominantly female. However, we welcome and serve growing numbers of male and transgender students who seek our support. Ultimately, we'd like to see all nontraditional students thriving in a campus environment that understands their needs and celebrates the rich diversity of lived experiences they bring to the academic community.

## The Power of Estate Gifts

In the last newsletter, we focused on CEW's \$5.6 million-dollar Victors for Michigan campaign. Thanks to CEW's enthusiastic and generous donors, we were able to report that we were two-thirds of the way to our goal with just half the Campaign's duration elapsed.

As a postscript, and an opportunity to help meet and surpass that goal, we want to plant a seed about the power of estate gifts. Bequests are among the highest-impact contributions CEW receives, and they count fully toward Campaign goals and donor recognition.

A recent gift is a wonderful example.

Susan (Sue) Quackenbush has two U-M degrees (Biology and Library Science), a busy retiree's love of learning and adventure, and a desire to help women reach their full potential. Already a great friend of the School of Information, several years ago Sue also discovered CEW. It was a natural match, combining her commitment to education and her volunteer experience helping women overcome serious life challenges.

When it came time to review her estate plan, Sue acted generously and creatively. She put into place a simple gift agreement with the University of Michigan, dividing retirement plan assets between the School of Information and CEW. Her gift to the Center will support a CEW Scholarship, along with services that undergird nontraditional students' success.

"I have become an enthusiastic supporter of CEW," says Sue. "Not only does CEW offer financial assistance to worthy women returning to higher education, but just as importantly provides women warm and caring support that they may need as they update their own life plans."

Should you wish to discuss estate plan giving to CEW, please contact Mary Lynn Stevens, Development Director, at 734-764-7291 or malyhe@umich.edu.



Susan (Sue) Quackenbush  
BS, LSA '69, AMLS, '75

## Young Feminists

# 8th Grade Girls Investigate the Intricacies of the Gender Wage Gap

By Gloria Thomas

In early December, I received an email from an 8th grade student who lives in Canton, MI, asking if she and her friend could interview me for a school project. It turns out it was a social studies project for the CSPAN StudentCam contest, which has a theme: *Road to the White House: What's the issue YOU most want candidates to discuss during the 2016 presidential campaign?* (See <http://www.studentcam.org>.) The topic these two Talented and Gifted students from East Middle School chose to focus on is the gender pay gap.

The evening of December 11th for which the interview was scheduled at CEW, just happened to be the same evening I had dinner plans with former Executive Director of the Jean Ledwith King Women's Center of Southeastern Michigan, Kimberli Cumming. I asked Kim to join me for the interview after our dinner.

We were both thoroughly impressed with the maturity and preparedness of these two budding feminists. Not only did they press us with very thoughtful questions and follow up probes, which they videotaped for the contest, but they were also well ahead of the mid-January deadline, giving themselves sufficient time to edit the video for submission.



Some of the questions included: What are our views on the gender wage gap? Why does it exist? What can and should be done about it? Has previous legislation been sufficient—i.e., the 1963 Equal Pay Act and the 2009 Lilly Ledbetter Act? And ultimately, how should presidential candidates be addressing this issue?

Both Kim and I hope we did the topic justice for these two serious investigators. Fortunately, I had recently served on the Institute for Women's Policy Research advisory committee for the organization's recently released (2015) *The Status of Women in the States*,

so I was well armed with data for the gender wage gap. Kim was equally prepared; she is steeped in preparing MBA students to negotiate for equitable salaries in her new role as the Managing Director of the U-M Stephen M. Ross School of Business Executive MBA Program.

One hundred fifty winning videos will be announced on the StudentCam website in March 2016. Meanwhile, we're sending Aarushi and Moriah best wishes for their video to be among them. The issue of the gender wage gap is a real one, and we thank them for bringing this topic to the attention of the presidential candidates and for adding their voices to the advocacy efforts for addressing this persistent gender inequity.

*Pictured above: Aarushi Ganguly (left) and fellow student Moriah Ma are 8th graders from East Middle School in Plymouth.*

## CEW Support of Campus Programs and Events: Funds and Online Process Available

For many years, CEW has been a significant locus of financial and promotional support for campus events with a women's focus. Now, in a targeted effort to make this support more effective and easier for units and departments to access, CEW has created a new process and made it available online.

Academic and non-academic units and departments may apply for up to \$5,000 in program support when visiting speakers (or panels of speakers) will be featured. The primary source of funds for co-sponsorship will be the CEW's Frances and Sydney Lewis Visiting Leaders' Fund. This endowed fund is intended to bring women leaders to campus "to provide students, faculty and com-

munity members with the opportunity to interact with these practitioners and scholars in seminars, presentations, classes, or informal gatherings." CEW plans to make a total of up to \$20,000 available each year. Support from the Frances and Sydney Lewis Visiting Leaders Fund requires that the speaker be a woman leader who is a distinguished scholar and/or practitioner in her field and that associated events be free and open to the public.

In addition, campus groups may submit funding requests for smaller amounts (\$500 or less). A third option is available for any U-M unit or group to request assistance in promoting their campus

event on the CEW website and other CEW social media outlets.

These efforts to partner with U-M groups, units and departments provide additional opportunities for CEW to contribute to, and support the teaching and research mission of the University of Michigan through special programming. Interested parties may find updated application information at: <http://www.cew.umich.edu/RFP>.

# Join Us for These Upcoming Events

## 2016 Women of Color Task Force Career Conference Focuses on the Role of Staff in Creating an Inclusive Climate on Campus, March 4, 2016

The Women of Color Task Force (WCTF) will host its 34th annual career conference on Friday, March 4, 2016 from 8:00am-4:00pm. Attendees may select from 23 workshop sessions designed to support their professional and personal development. This event is open to all U-M staff, faculty, and students, and to the general public. The conference theme **“Diversity, Equity & Inclusion: A Staff Perspective”** will focus on the role of staff in creating an inclusive climate on campus. The opening keynote will be held in Hill Auditorium and will feature Dr. Ruth Simmons, 18th President of Brown University, whose talk is entitled, “The Dilemma of Inclusivity: How Can We Make It Work?”

Dr. Simmons made significant strides in improving Brown University’s standing as one of the world’s finest research universities. A French professor before entering university administration, President Simmons held an appointment as a Professor of Africana Studies at Brown. After completing her Ph.D. in Romance Languages and Literatures at Harvard, she served in various faculty and

administrative roles at the University of Southern California, Princeton University, and Spelman College before becoming president of Smith College, the largest women’s college in the United States. At Smith, she launched a number of important academic initiatives, including an engineering program, the first at an American women’s college.

Workshop sessions will be held in several locations including the Michigan League, the Alumni Center and the Modern Languages Building.

For information on conference fees and the program schedule, go to [www.cew.umich.edu](http://www.cew.umich.edu). Online registration for this event will close February 22nd. A special thank you to TIAA-CREF Financial Services, the 2016 Platinum Plus Corporate Sponsor. Other conference sponsors include the Office of the Provost, University Human Resources and the University of Michigan Health System Human Resources Office.



*Above: The WCTF conference keynote speaker, Dr. Ruth Simmons. The keynote talk is open to the general public.*



## Mullin Welch Lecture Series March 29, 2016: “Personal Lessons in Entrepreneurship and Business Strategies for Women”

In March, CEW welcomes Florine Mark, founder of Weight Watchers Group, Inc., to speak and anchor a lively, multigenerational conversation about women’s experience in entrepreneurship and business. This presentation is the 2016 CEW Mullin Welch Lecture and will take place on March 29, 2016 from 5:00-7:00 pm in the Michigan Union Rogel Ballroom.

Ms. Mark, at age 82, is a business legend who began her journey 50 years ago and remains fully engaged with her work, which includes media and philanthropy in addition to Weight Watchers. Joining her to amplify the conversation will be two women who began their own companies in successive generations. They include Tanya Allen, who founded ForeverFresh in 1989, maker of a cross-over disposable, incontinent undergarment for both women and men, and Amy Cell, who established her talent and recruiting firm, Amy Cell, LLC, just last year. Ms. Allen is also president of the Greater Detroit Chapter of the National Association of Women Business Owners, and she also brings special perspective as an African American entrepreneur. Ms. Cell, prior to starting her firm, was a Talent Enhancement executive at the Michigan Economic Development Corporation and at Ann Arbor Spark.

The Michigan-based Weight Watchers Group, Inc. (WWG), an international weight loss enterprise, had its humble beginnings as a family business created by Florine Mark from the ground up. To date, she is the leading franchisee for the Weight Watchers International which recently partnered with Oprah Winfrey in a multi-million dollar deal to launch “Beyond the Scale,” a new program designed to help people develop a more active lifestyle in addition to losing weight.

Both individually and in conversation, the presenters will share their personal and professional experiences, challenges, successes, and lessons. There will be substantial time for audience questions, and a networking reception will follow.

Immediately prior to the presentation, CEW will award the 2016 Carol Hollenshead Award for Excellence in Promoting Equity and Social Change. This award was created in recognition of the accomplishments and institutional change realized through the efforts of former director, Carol Hollenshead, during her 20-year tenure at CEW. Honorees are staff and faculty who, like Carol, have proven that social change is possible through persistent hard work and realize that one person can make a lasting difference.



In the summer of 2015, I joined the Center for the Education of Women as the Jean Campbell Visiting Scholar (2015-16). I hold a Bachelor's degree from Delhi University, India; a Master's in Women's Studies, with distinction, from the University of Oxford, UK; and a Ph.D. in Women's and Gender Studies from Rutgers University. My transdisciplinary research and teaching interests lie in feminist and postcolonial theories and epistemologies, gender and education, South Asian Studies (with a focus on the politics, literatures, religions and cultures of India), and transnational feminisms. Prior to joining CEW, I taught at Rutgers University, and at the College of Wooster, and held a research affiliation at Boston University, and have also worked at a non-governmental rural development organization in India as their gender coordinator. I have published peer-reviewed journal articles, book chapters and edited volumes, including *Education and Gender* (London/New York: Bloomsbury Academic, 2014); and given conference papers, talks, and invited presentations both nationally and internationally.

At CEW, I am working simultaneously on three research projects: a monograph titled *Violence, Knowledge and the Female Body: Interrogating Rape Narratives in Contemporary India*; a forthcoming co-edited volume, *Education in South Asia and the Indian Ocean Islands* (Bloomsbury Academic: London, NY, New Delhi, Sydney); as well as an article on feminist theory, comparative religion, and love. On March 16 at noon, I shall be giving a talk at the School of Education ('Bodies of Knowledge') presenting key insights from my research. More specifically, my talk will interrogate how hegemonic understandings of "bodies" – seen in terms of both gender and knowledge – frame and mediate national and transnational initiatives on sexual violence and education. I am particularly



## Meet Debotri Dhar, the 2015-2016 Jean Campbell Visiting Scholar

interested in situating these initiatives within the difficult dialogues between "the east" and "the west" (or the "global north" and "global south") in light of past and present colonial practices, to examine the possibilities of love as a feminist method.

Apart from research, my affiliation with CEW has brought several other personal and professional joys too. I was able to get a lectureship in Women's Studies, which allowed me to continue doing what I really love: teach. In the fall term, I taught an upper-level seminar on 'Sexual Violence and the State: Global Perspectives' and this winter, I am teaching a course on community engagement and feminist

practice. I also gave two talks, the first on women and the politics of religion hosted by the U-M Institute for the Humanities and a second one on feminist pedagogy and humanitarian education hosted by the U-M School of Education. This year has also provided a delightful opportunity to explore the vibrant city of Ann Arbor, the "arb", the farmers' market, Nickels Arcade, the many coffee shops and restaurants (including some excellent Indian options, for which I am very grateful).

The opportunity to get to know all my wonderful colleagues, and the important work being done by CEW under Dr. Gloria Thomas' stellar leadership and her innumerable acts of personal kindness, has been the icing on the cake. I also owe much gratitude to Beth Sullivan, who administers the visiting scholars and visiting activists programs, for being so kind and supportive in all aspects of my stay (including having me over at her house to frost cookies, an exciting pre-Christmas treat that I had only seen in movies before and thoroughly enjoyed). There is so much more to say about everyone and everything here, but of one thing I am sure: when I leave the CEW at the conclusion of my appointment in August 2016, I hope to take with me not just the fruits of my research but some fond memories and beautiful friendships. And, given that I write fiction as a hobby, perhaps a new novel will come out of my stay here...

*Pictured in the background, the cover of Debotri Dhar's book of short stories titled: "Postcards from Oxford." Dhar will be giving a brown bag talk entitled "Bodies of Knowledge" on March 16th from noon to 1:00 pm at the School of Education, Room 2327. The talk is open to all and will include Indian appetizers. Please join us!*

POSTCARDS FROM OXFORD  
STORIES OF WOMEN AND TRAVEL



## CEW Scholarships Eligibility Revisions

CEW's Scholarship Program was created in 1970 to provide support to those students who, at that time, were considered nontraditional: women whose education had been interrupted and who often were enrolled part-time. Over the years, the eligibility criteria have changed in response to larger changes on campus and in society.

Based on CEW's recent research on the student population who self-identify as nontraditional, CEW is again revising the scholarship eligibility criteria in order to provide opportunities to a larger number of students. (See article on Page 1.)

Beginning with our 2016 Scholarship applications, the eligibility requirements will be:

**For Undergraduate Students:** At least a 2-year (24 month) consecutive interruption in education anytime since high school OR being a primary caregiver.

**For Graduate Students:** At least a 5-year (60 month) consecutive interruption in education anytime since high school OR being a primary caregiver.

CEW has a history of responding to current student needs and we believe this update in scholarship eligibility once again addresses a change in the experience of nontraditional students at the University of Michigan.

The CEW Scholarship Application for Academic Year 2016-17 is now available on MCompass. The application is online only and can be accessed on the CEW website at: <http://www.cew.umich.edu/services/scholar>. The deadline is March 1, 2016.

## CEW Scholar Community Update

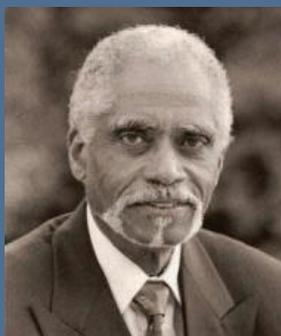
The new year has brought new opportunities for members of the CEW Scholar Community (CEWSC). If you're a past or present CEW Scholarship or Fellowship recipient, join the network and tap into the collective power of remarkable women and nontraditional students. Here's how:

**CEWSC Online Community** Participating in the Scholars-only Online Community is the best way to stay up to date on upcoming events and opportunities. Connect with CEW Scholars from all over the world. [cewscholarcommunity.umich.edu](http://cewscholarcommunity.umich.edu)

**Women Write Now** Zilka Joseph (2008 Elsie Lee Choy Scholar), a local author, editor, and creative writing teacher, is facilitating a workshop to help Scholars with their various writing projects—from memoirs, to novels, to poetry, and beyond. Group members will share work and explore techniques for making their writing stronger. Sessions will be held from 1-3pm at CEW every last Tuesday of the month starting 2/23. Email us at [cew-scholarcommunity@umich.edu](mailto:cew-scholarcommunity@umich.edu)

**The CEWSC Annual Gathering "Unconference"** The Unconference is back for round two! On Saturday, March 19th, connect with fellow Scholars around a theme of personal and professional co-mentoring: "Mavens & Guides: Bridging Ideas and Expertise". Keep an eye on your email for the official invitation—coming soon.

**If you are a CEW Scholarship or Fellowship recipient and have not heard from us recently we may not have your correct email. Please share your new email address at [cew-scholarcommunity@umich.edu](mailto:cew-scholarcommunity@umich.edu)**



## George Shirley to Receive the 2016 WOCAP Shirley Verrett Award

The Women of Color in the Academy Project has selected George Shirley as the recipient of the 5th Annual Shirley Verrett Award. Professor Shirley is the Joseph Edgar Maddy Distinguished University Emeritus Professor of Voice. With a career that has spanned over 56 years, Mr. Shirley is in demand nationally and internationally as performer, teacher and lecturer. He has won international acclaim for his performances in the world's greatest opera houses and has performed more than 80 operatic roles with many of the world's most renowned conductors. Shirley received a Grammy Award in 1968 for his role (Ferrando) in the RCA recording of Mozart's *Così fan tutte*. In 2015, he received the nation's highest public artistic honor, the National Medal of Arts, awarded annually by the President of the United States at the White House to those who have "demonstrated a lifetime of creative excellence".

The Shirley Verrett Award was established in honor of the late University of Michigan James Earl Jones Distinguished University Professor of Voice, Shirley Verrett, a teacher who "would have walked the world over for her students." An internationally acclaimed opera singer who performed over 40 roles all over the world during the course of her illustrious four-decade career, Ms. Verrett was one of the pioneering leaders in the generation of black singers after Marian Anderson's historical Metropolitan Opera debut in 1955. This award recognizes a U-M faculty member whose work – teaching, performance, scholarship, or service – supports the success of female students or faculty in the arts who come from diverse cultural and racial backgrounds.

Mr. Shirley will be presented with the award on February 4th. The event will feature a performance by acclaimed opera singer, Marcía Porter (cousin and former student of Shirley Verrett) and will be followed by a reception. The Shirley Verrett Award was established in 2011 by the University of Michigan Office of the Senior Vice Provost and is administered by the Women of Color in the Academy Project (WOCAP) at the Center for the Education of Women (CEW). CEW extends special thanks to TIAA-CREF for its generous support of this event.

## CEW Staff

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Martina Souretis Horner	Irma Wyman
Judith H. Lax	

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# ou thank you tha

by Jenny Kalejs

"Giving Blueday" is the University of Michigan's version of the international non-profit "Giving Tuesday." The 24-hour fundraising effort falls on the Tuesday after Thanksgiving, and is conducted largely through social media. The University's 2nd Annual Giving Blueday was December 1, 2015. CEW ended the day with a total of 87 gifts and over \$16,000 raised compared to 2014 when CEW raised over \$8,500 from 52 gifts, an increase of 67% in gifts and 86% in dollars raised. What made the difference? Here are a few highlights:

- ☀ An anonymous donor contributed \$5,000 in gift matching funds. We hit that mark in the early afternoon, and in true Giving Blueday spirit, Amy (Mecozzi) Cho (MD/MBA '07, CEW Sarah Newman Scholar '03) and Lawrence Cho (BS '00, MBA '07) stepped up to provide an additional \$1,000 of matching funds. Another anonymous donor contributed \$100, bringing our total matching pool up to \$6,100! Before midnight, we had secured the entire match!

- ☀ CEW's small but mighty team of young



Gloria Thomas, Director, CEW, shows off some muscle in this re-creation of the famous "Rosie the Riveter" poster. We can do it!

professional staff and volunteers, headed by Kristina Bee, Stewardship Programs Coordinator, posted 16 times on CEW's Facebook and Twitter throughout the day, sharing stories, photos, and testimonials about the Center's work. The most "liked" post of the day was a photo of Director Gloria Thomas posing as Rosie the Riveter.

And finally...

- ☀ A world of credit goes to CEW's spectacular friends and donors, whose generosity on

Giving Blueday (and beyond) advances the success of women and nontraditional students. Your support is a vote of confidence for CEW's important work, as well as for the individuals who seek our services.

Thank you, thank you, *thank you* to all who participated with likes, shares, posts, and donations. "Giving Blueday" 2015 was one for the books.

Jenny Kalejs (U-M 2015) was a 2014 fundraising intern at CEW, and is now the Project Coordinator for the CEW Scholar Community.

