

CEW Focuses on Women in a Changing Economy

*Green technology.
Alternative energy.
Life sciences.
Automotive engineering.
Advanced manufacturing.
Infrastructure development.
Homeland security.
Hi-tech entrepreneurship.*

These are the sectors the state of Michigan is relying on to fuel economic transformation. They are also sectors in which women are not always widely represented and in which they may not be well positioned to participate. There has been little, if any, public discussion of the role gender might play in the success or failure of Michigan's emerging economic development strategies.

According to a 2009 Michigan Women's Commission report on the *Status of Young Women in Michigan*, only 15% of female students pursuing career and technical education programs in 2006-07 chose higher-paying non-traditional careers.

What kinds of support do women need in order to take advantage of training and educational opportunities in the high-tech sectors?

In 2006, women were only 10% of undergraduates enrolled in engineering technology and only 17% of those enrolled in computer networking and telecommunications. Largely because of their career choices, Michigan women working full time earn only 72 cents to every dollar earned by comparably employed men—one of the lowest wage ratios in the country.

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Shouldn't Every Nanny Receive Overtime Pay?

Thanks to the work of CEW Visiting Social Activist Ai-jen Poo, more than 200,000 domestic workers in New York State—most of whom are immigrant women of color—will soon have overtime pay, protection from discrimination, notice of termination and other basic benefits.

Today an estimated 2.5 million women in the United States labor as domestic workers, caring for our children, our parents and our homes. Despite the precious items Americans entrust to their care, domestic workers are among the most vulnerable workers in the U.S. Many face exploitation and abuse. They are often paid well below the minimum wage, receive no paid sick or vacation days, and are forced to work overtime with little or no advance notice. Some are verbally and/or physically assaulted by their employers or fired without notice or severance pay.

These nannies and maids, as well as

farm hands and a variety of other workers, are excluded from basic employment protections that many of us take for granted. When the National Labor Relations Act was passed in 1935, most of the nation's domestic and farm workers were African American. These professions were specifically left out of the law at the urging of Southern members of Congress who feared the emergence of an African American labor movement.

Successful Campaign

Ms. Poo spent six years organizing and conducting a statewide campaign to pass the Domestic Workers Bill of Rights, a piece of legislation signed into law by New York Governor David Paterson. This first U.S. legislation of its kind has encouraged activists in other states to model their efforts on the successful campaign led by Ms. Poo's organization, Domestic Workers United, and the New York Domestic Workers Justice Coalition.

CEW supports activists like Ai-jen Poo through the Twink Frey Visiting Social Activist (VSA) Program. Each year, the program sponsors an activist whose work affects women and recognizes gender equity issues. By giving activists time, space and support to work on a project that would not be possible under their usual working circumstances, the program builds

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CEW STAFF

Gloria D. Thomas Director

Kirsten Eiling
*Associate Director for Counseling,
Programs and Services*

Susan Kaufmann
Associate Director for Advocacy

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Eilisha Dermont
Valerie Eaglin
Connie Hansen
Jackie Johnson
Roxann Keating
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Catherine Mueller
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V. Thandi Sule
Beth Sullivan
Ching-Yune Sylvester
Jean Waltman
Audrey Williams
Betsy Wilson

Director Emerita Carol Hollenshead

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Inger Bergom
Greg Storms

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Robert D. Oliver, Ann Arbor, MI
Ann Sneed Schriber, Ann Arbor MI
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Marina v. N. Whitman, Ann Arbor MI

Emeritae Council

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Carol S. Smokler, Boca Raton, FL
Maxine J. Snider, Chicago, IL
Nellie M. Varner, Detroit, MI
Erica A. Ward, Bloomfield Hills, MI

Center for the Education of Women

330 East Liberty
Ann Arbor, MI 48104
734.764.6005

www.cew.umich.edu

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from THE DIRECTOR

Welcome to our Fall 2010 Newsletter.

As part of a year-long reevaluation and strategic planning process, CEW staff recently refined our mission statement, which you'll find in the box on this page. In addition, we created a vision for the future of CEW, with the goal of making the Center "a preeminent resource and a thought and action leader" on topics of importance to women both locally and beyond. This, of course, has always been CEW's *raison d'etre*, but recommitting ourselves to the ideal has been exciting and re-energizing.

In this newsletter you'll find many examples of present, future and on-going efforts to address major issues affecting women locally and nationally. Our goals are always to effect change, keep you informed, and summon your help when and where needed. I'm proud of the scope of these endeavors, which illustrate our ability not only to act independently but also to support the efforts of women and women's organizations and to be an information resource for our friends.

With respect to a national issue for women in academe, CEW's own research team recently completed a three-year project about career satisfaction among the ever-growing numbers of non-tenure eligible instructional faculty at our colleges and universities. It's amazing to realize that non-tenure track professionals now make up close to 70% of the faculty at all US degree-granting institutions, and of this growing rank, women comprise a majority. On page 3 you'll find a summary discussion of the research findings from our Alfred P. Sloan Foundation-funded project.

CEW's Mission

**The University of Michigan
Center for the Education of
Women (CEW) advances the
personal, educational, career,
professional and leadership
potential of women. The
services, programs, applied
research, and action initiatives
conducted by CEW promote
inclusiveness and equity
within the
University, across the state and
throughout the nation.**

As the newsletter's lead article shows, The Center stays informed about women's issues world-wide, in part by supporting visiting researchers and social activists who toil on behalf of women everywhere. Our most recent visiting social activist, funded by the Twink Frey Visiting Social Activist Program, was Ai-jen Poo. Her six-year effort to secure basic employment rights for New York's domestic workers, many of whom are immigrant women of color, has succeeded. Governor Paterson signed the Domestic Workers Bill of Rights into law at the end of August. Everyone at CEW learned so much from Ai-jen about the issues of gendered working conditions and labor laws, and we're eager to share the successes of Ai-jen's work and how it might be used as a template for similar legislation in other states.

In addition, throughout the newsletter are examples of the ways that CEW is using its resources to address women's issues on campus, by supporting the important work of UM student researchers and women of color staff and faculty.

Enabling others to reach their potential is central to CEW's mission. Relying on the talents and beneficence of others, we continually strive to ensure victories for the women we serve. The annual CEW Scholarship Program, celebrating its 40th year in 2010, is one of our most notable examples of helping women at the University of Michigan to succeed. As a way to share with you some of the highlights of the upcoming October scholarship awards ceremony, this newsletter gives you an overview of the amazing accomplishments and career goals of some of our nearly 1,400 scholars. We are forever grateful to all of the friends of CEW who give generously of their time and money to support the endeavors of so many accomplished women.

Finally, I hope everyone who reads this newsletter will find something that adds to her or his knowledge of women's work in the world. Our feature "Books of Interest" may even suggest a novel or non-fiction book for your reading list.

As you well know, September on a university campus is an exciting time of new beginnings. I wish you a happy, rejuvenating Fall.

Gloria D. Thomas
gthomas@umich.edu



Teaching Without Tenure—Non-tenure Track Faculty Speak Out in CEW Video

The higher education community has been talking about it for a decade. Now even the *New York Times* (7/20/10) has joined the conversation. The topic? Non-tenure-track faculty. These faculty, also called contingent, adjunct or part-timers (although many work full time), are employed in positions that are not eligible for tenure. CEW has conducted research on faculty in these positions for several years and has found that, as compared to tenure-track and tenured faculty, contingent faculty are disproportionately female.

As part of the project “Contingent Faculty in a Tenure Track World,” which sought to discover what these faculty find rewarding or challenging in their careers and work-lives, CEW added to the national discourse in a unique way. *Voices of Contingent Faculty* is a new five-minute CEW video featuring quotations from faculty members we interviewed. The video is available at <http://www.cew.umich.edu> and can also be found on YouTube.

Reaction to the video has been positive. *The Chronicle of Higher Education* featured it and our research findings in a June, 2010 article. The American Federation of Teachers, which represents many unionized faculty, requested permission to feature the video on its website. Individual non-tenure track faculty described it as representative of their stories.

The video focuses on two important findings from the research project: that non-tenure-track faculty love specific aspects of their jobs, particularly teaching; and that a main source of dissatisfaction for them is a sense of exclusion and disrespect for their work on the part of colleagues and administrators.

Several additional themes rose from the study as well. As faculty talked in small groups about their work and their work-lives, our researchers found that their concerns also include a lack of security—their contracts are occasionally one-year or less—along with a lack of clear career paths or professional growth opportunities. On the other hand, many of these faculty choose to work off the tenure track not simply because they wish to focus on teaching (as opposed to research) but also because of the flexibility it affords them. They find a better work-life balance without the pressures of publishing, attaining tenure, and participating in departmental/college committee work.

The “Contingent Faculty in a Tenure Track World” study consisted of focus groups with non-tenure-track faculty that CEW held at twelve research universities across the country. Over 300 faculty participated in these discussions, which CEW research staff then transcribed and analyzed. The findings emerged from themes we heard in all or most of the groups, regardless of institution. Our sample reflected the non-tenure-track workforce at research institutions. The results of similar research at other types of institutions, for example community colleges, might be different. The study was funded by the Alfred P. Sloan Foundation.

CEW Visiting Social Activist

Continued from page 1

the capacity and effectiveness of social movements.

“My experience at CEW will stay with me and inform my work for years to come,” said Ms. Poo, who spent a month at CEW this past year. She is the most recent of five women to be selected since the program began in 2005.

The Activist Program

Each activist is required to create a product that will enrich further activism in the field. For her project, Ms. Poo wrote of the strategies used and lessons learned during the Bill of Rights campaign. One thousand copies of her report were shared at the U.S. Social Forum



“My experience at CEW will stay with me and inform my work for years to come.” *Ai-Jen Poo*

held in Detroit this June. The Forum was a nationwide social justice conference and therefore an opportunity for Ms. Poo to organize with other workers excluded from labor law. At an “Excluded Workers Congress” convened during the Forum, domestic workers joined with farm workers, taxi drivers and others to develop a strategy for expanding labor protections nationwide.

To download a copy of “Organizing with Love: Lessons from the New York Domestic Workers Bill of Rights Campaign” or to learn more about the Visiting Social Activist program, visit:

<http://www.cew.umich.edu/cewaction/activists.html>

Look for a new slate of CEW programs in the Fall. You can find the listing on our web site: www.cew.umich.edu in early September.

WOCAP: Combating Isolation in Academia



Professional and social isolation often voiced by women of color faculty is one of the issues that the Women of Color in the Academy Project (WOCAP) was formed to address. In 1994, based on discussions with women of color faculty at the University of Michigan, the Center for the Education of Women and the Women's Studies Department jointly submitted a successful proposal to the Office of the Vice President for Research and the Office of the Provost. The founding charges were:

"Being isolated in any situation is never fun, but in academia it is so hard because there is so much to do that, if you are doing it all alone, not only are you not getting synergy and not getting help and assistance, but you are also not going to be as successful."

-a female faculty member at UM from "Women of Color Faculty at the University of Michigan: Recruitment, Retention, and Campus Climate, 2008" by Aimee Cox

1) To highlight the contributions that women of color make to the University community and to society at large, both academically and culturally.

2) To build a network of women of color faculty that serves as a support system for their research undertakings, academic career development, and enhanced career satisfaction, thus supporting their retention.

As indicated in the opening quotation, and reflected in the second charge for WOCAP, the creation of an active network of women of color scholars can serve a dual purpose: to support both the intellectual and social lives of faculty and thus to enhance their professional success. WOCAP meets these needs by hosting professional development workshops, networking and mentoring events, as well as research symposiums.

Since the passage of Proposal 2, which outlawed many affirmative action policies in the state of Michigan, the overall percentage of women of color tenured and tenure-track faculty has remained stagnant at 7%; the percentage rose from 2% to 7% between 1990-2005 (PACWI: Status of Women at the University of Michigan, 2009; data up to November 2007). In order to spur change, WOCAP recently revised its mission to reflect a greater interest in advocacy, visibility, and collective action as viable structural interventions. In 2008, WOCAP added two additional charges to its mission:

3) To advocate on behalf of women of color faculty and graduate students by working collectively for progressive institutional change with the goal of creating healthy and equitable environments in which to engage in scholarly activity.

4) To serve as a model for future recruitment and retention programs for women of color faculty at the national and international levels.

Maintaining a diverse faculty at the University of Michigan is critical from an educational perspective. By advancing the careers of women of color faculty on our campus, we encourage the retention of students of color and support the exchange of diverse viewpoints in our classrooms. This is essential to students' intellectual and social development. On the research front, a diverse faculty creates an environment that encourages innovative scholarship and paradigm shifts—moving us away from traditional areas and methods of research.

The campus-wide WOCAP faculty steering committee extends an invitation to all faculty who are, or identify with, women of color, and who would like to work together to call attention to structural barriers and promote solutions to enhance the success of women in color in academia.

The 2010-2011 WOCAP committee members are:

Paulina Alberto (*History & Romance Languages*)

Robin Means Coleman (*Afro-American and African Studies & Communication Studies*)

Ixchel Faniel (*Information*)

Shazia Iftkhar (*Communication Studies*)

Stella Pang (*Electrical Engineering and Computer Science*)

Stephanie Rowley (*Psychology & Education*)

Robin Wilson (*Dance*)

Melissa Valerio (*Health Behavior and Health Education*)

Mieko Yoshihama (*Social Work*)



Ching-Yune C. Sylvester is the WOCAP Coordinator. Reach her at yunecs@umich.edu or call her at 734.764.6005

WOCAP offers networking events throughout the year. Please contact Ching-Yune to be put on the mailing list.

Women in a Changing Economy *Continued from page 1*

In late June, CEW started a public conversation by convening a meeting with leaders of many local campus- and community-based organizations that address women's employment. We discussed what could be done to ensure that women succeed as the state economy shifts. The conversation followed several threads:

☀ How can we ensure that workforce development programs consider gender in their policies and programs?

☀ How can we help less-educated, lower-paid women move beyond service jobs to gain access to education and work in high-tech sectors?

☀ What kinds of supports do

women need in order to take advantage of training and educational opportunities?

☀ What opportunities do we have to collaborate on programs or services that assist women in negotiating economic transitions?

CEW is continuing to talk with community leaders and to conduct

research in order to strengthen our focus on these pressing issues.

Need a different direction?

Take our series of career changer workshops.

<http://www.cew.umich.edu>

WCTF Promotes Career Advancement of Women of Color Staff



WCTF Members 2010

Addressing the needs of the University of Michigan's women of color staff members has long been an important part of CEW's mission. In the late 1970s, women of color, particularly African American women, found it difficult to get the mentoring and training they needed to advance in their careers. After attending a staff development conference at Duke University, UM employees Jennie Partee and Beulah Sanders decided to create a similar event at Michigan. Their efforts led to the creation of the Minority Women Task Force. In this networking group, women came together to mentor and support each other and share institutional knowledge.

The group, renamed the Women of Color Task Force (WCTF), became officially affiliated with the Center for the Education of Women in 2002. Since that time, the WCTF steering committee and members have been working with CEW staff to understand and overcome the same kinds of workplace challenges that inhibited women of color 30 years ago. Among those obstacles, WCTF members perceive that they are less likely than other staff members to be:

- ☼ Considered for promotion into managerial roles
- ☼ Recognized for their leadership capabilities
- ☼ Selected for committee membership
- ☼ Chosen to participate in high profile projects

The most successful and well known project of the Task Force has always been its annual career development conference, the largest such gathering on the UM campus. 2011 marks the 29th anniversary of the WCTF conference, which more than 600 women and men (90% of whom are UM employees) attend each Spring.

WCTF Initiatives

In support of its membership, the Task Force has many other initiatives as well. Leadership development has been its primary focus for the past four years. WCTF's elected executive officers and project coordinator Janice Reuben have created capacity-building, leadership-skills workshops that prepare members to take on managerial roles and think more strategically about their careers. This year, for example, WCTF has funds from University Human Resources,

The WCTF Conference

The 29th annual conference will take place on Friday, March 4, 2011, from 8:00 a.m. to 4:00 p.m. at the Michigan League. New leadership development and career enhancement workshops will be offered this year. In addition, WCTF will partner with MHealthy to provide workshop sessions and breakout discussion groups on some of the top risk factors (stress, hypertension, diabetes, and cardiovascular disease) affecting the lives of women and men, especially people of color, at the University of Michigan.

The 2011 conference theme focuses on identifying strengths and maximizing resources. Registration for the 29th Annual WCTF Career Conference will open in January 2011 on CEW's website at www.cew.umich.edu.

For additional information about joining the Women of Color Task or submitting a workshop proposal, please contact Janice Reuben by calling 734-764-6331 or via email at wctfproposals@umich.edu.

the UM Diversity Council and the campus-wide Voices of the Staff organization to develop two new major initiatives to empower U-M staff to take more responsibility for their individual and collective career aspirations.

Tesenga D. Smith, a UM graduate, WCTF member and newly promoted program manager at the Center for Global and Intercultural Study, praises the mentoring she has received from many previous and current WCTF members "who have made a concerted effort to pave the way for women of color staff new to the university system.... I have learned from WCTF members to give back and mentor others as I grow professionally."

According to Janice Reuben, WCTF Coordinator, one of her greatest pleasures is "to see members transition off the Task Force because they have assumed more senior administrative positions at UM. While they may no longer be able to attend WCTF meetings, these women are now in positions to encourage their employees to attend the conference and workshops and thus continue their support of WCTF."

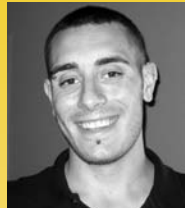
Support

Over the years, many units at the University have joined CEW in supporting the Women of Color Task Force, including the Human Resources/Affirmative Action Office, the Office of the Provost, the

UMHS Human Resources Office, the School of Education, the Office of Academic Multicultural Initiatives, and the UMHS Office of Organizational Effectiveness. Their commitment—plus the dedication, time and effort of more than 250 women who have served the organization during its 30 years of existence—is a testament to the important role that WCTF plays in providing career development for all UM personnel.

CEW welcomes our first Riecker Graduate Student Researcher

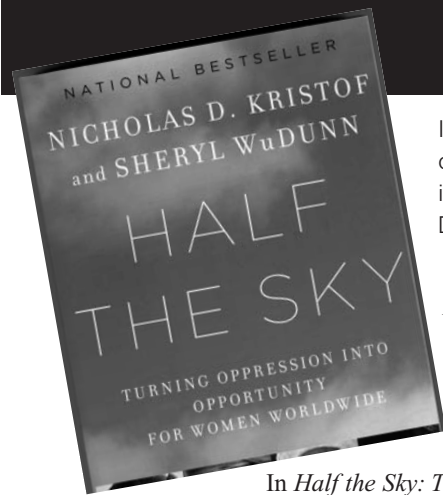
Why do female architects, lawyers, MBA's and women in other traditionally male-dominated profes-



sions leave at higher rates than their male cohorts? Where do they go? Do they return? What is happening in these professions that makes women less likely to stay the course? Understanding the reasons behind the departures will help organizations identify strategic changes to retain women.

Greg Storms, the first Riecker Graduate Student Research Fund recipient, is working with the CEW research team to investigate these issues. Greg is a doctoral student in Anthropology at UM. He has an undergraduate and a graduate degree from UM Flint with a focus on gender studies.

CEW offers heartfelt thanks to our longtime friend and supporter, Ranny Riecker, for establishing the Riecker Graduate Student Research Fund. Riecker's challenge—a dollar for dollar match of gifts up to \$200,000—ignited many supporters to whom we are also grateful.



In each newsletter issue CEW staff members review books that we have found interesting, thought-provoking or useful. Our next newsletter will include a review of *The Immortal Life of Henrietta Lacks* by Rebecca Skloot. "It is a thorny and provocative book about cancer, racism, scientific ethics and crippling poverty," according to Dwight Garner in the *New York Times Review of Books*. Join us in this fascinating read.

Half the Sky: Turning Oppression into Opportunity for Women Worldwide by Nicholas Kristof and Sheryl WuDunn.

In *Half the Sky: Turning Oppression into Opportunity for Women Worldwide* (Vintage Books: New York, 2009),

Nicholas Kristof and Sheryl WuDunn have written a searing, shock-and-awe investigation of the widespread cruelties and transcendent triumphs experienced by women around the world. Shock at the sometimes unimaginable cruelty directed toward women and girls, awe at those women who surmount atrocity or oppression to become community leaders dedicated to uplifting women by providing education, health care, safety, economic opportunity, or increased status in family and public life. Kristof and WuDunn focus primarily on trafficking and sexual slavery, mass rape and sexual mutilation as a strategy of war, honor killing and disfigurement, female genital cutting, maternal mortality, and fistulas resulting from rape and obstructed childbirth, while also portraying women's daily experiences of routine rape, battering and neglect. They call us to join a growing global human rights movement, akin to the abolition of slavery, to end violence, exploitation, and oppression directed toward the world's women and girls.

Not only women stand to gain. As the authors point out repeatedly, the most effective way to stimulate growth in developing economies is to educate girls and women, unleashing the productive capacity of half the population. Once educated, women marry later, invest resources in the well-being of their children, have fewer babies, and become more economically productive. As they bring income to their families and communities, they are treated with greater respect and are more likely to be included in decision making. Often relatively modest investments are required to spur these changes. Keeping girls in school requires local advocacy, adequate clothing (including underwear), sanitary pads, and privacy for personal hygiene.

Kristof and WuDunn also point to the critical importance of economic participation for women. They show how girls who bring income to their families may avoid child marriage and how micro-credit permits women to start with very small loans that they can parlay into income-producing activities, better nutrition and school fees for their children. Because loans are typically made to groups, micro-lending also moves women into a public space in which they can organize to increase their rights. Larger-scale change occurs when young women are not only educated but permitted to move to cities to take factory jobs.

Kristof and WuDunn cast a skeptical eye at large-scale international aid efforts that are not effective in engaging, understanding and influencing local culture, although they do acknowledge the successes of CARE, Heifer International and other organizations in effectively organizing and supporting women. They point to the accomplishments of local, grass-roots efforts of the sort pioneered by the courageous women and men profiled throughout the book. Since their project is not only to inform but

also to galvanize, Kristof and WuDunn encourage readers to support a wide variety of organizations that are making a difference. They ask us to join the growing global movement to empower women, contributing in any way we can. As they point out, change often seems impossible until the moment it becomes inevitable. *Susan Kaufmann*

Violence is also an Everyday Reality for Women in the US

Although Nicholas Kristof and Sheryl WuDunn focus primarily on violence inflicted on women in Africa and Asia, it is also part of everyday reality for women in the United States. One problem of particular concern to the Center for the Education of Women is the high rate of campus sexual assaults. One in five college women will experience an attempted or completed rape before graduating, according to the U.S. Department of Justice. Only 5% of them report their assaults to campus officials.

A nine-month nation-wide investigation by the Center for Public Integrity (CPI), published this year as a series of articles available at www.publicintegrity.org/investigations/campus_assault/articles/entry/1948/, paints a disturbing picture. They describe widespread misunderstanding of the dynamics of campus rapes, pervasive under-reporting, ineffective campus judicial systems and a history of lax enforcement of federal laws meant to protect students. As a result, all too often, the victim drops out of college, traumatized, while the perpetrator continues his education without interruption.

Central to widespread failure of institutions to provide justice for survivors and to hold rapists accountable is the deep-rooted belief that campus acquaintance rapes are the result of youthful "misunderstanding." Not so, says University of Massachusetts-Boston professor David Lisak, who surveyed 1,900 male students about their propensity to rape. He found that "the vast majority of rapes are perpetrated by serial offenders who, on average, have six victims (CPI 2010)." They plan their crimes in advance, targeting vulnerable women such as those who are very drunk or are newly arrived on campus and looking for acceptance.

Since 1995, CEW has led sustained campus and community collaborations to address sexual and intimate partner violence. A year ago, with University Human Resources, we launched the campus-wide Abuse Hurts Initiative addressing domestic and sexual violence affecting members of the University community. Also last year, we collaborated with student organizations and campus partners who were interested in altering the campus judicial system to make it more responsive to the needs of sexual assault survivors. In the coming years, we will be partnering with those organizations to raise the level of community awareness about sexual violence and to continue improving institutional response

Like Nicholas Kristof and Sheryl WuDunn, we know that violence against women is a global phenomenon with local solutions, and we are committed to remaining a catalyst for change.

CEW's New Robin Wright Graduate Fellowship Supports International Research

CEW awarded the Robin Wright Graduate Fellowship for the first time in Spring, 2010. An internationally esteemed journalist, foreign policy expert, and University of Michigan alumna, Robin Wright created this award to support the work of a UM graduate student from Africa or the Islamic World.

Robin Wright has reported from more than 140 countries, but her primary passion and expertise is the Middle East, about which she has written five books. Wright's CEW fellowship highlights her commitment to research on contemporary international and global issues, especially those related to political, economic or societal change in the Middle East or Africa and to new solutions for issues arising from the spread of globalization.

The Fellowship places high priority on women graduate students who conduct their research abroad and who intend to return to their home countries to contribute their scholarly and professional skills. Wright believes that women are agents of change in the Middle East and Africa, and the Robin Wright Graduate Fellowship is another way that she is supporting those efforts.

This year's Robin Wright Graduate Fellowship recipient is Faiza Moatasim, a student in the Taubman College of Architecture and Urban Planning at the University of Michigan. Faiza spent part of this summer in Athens, researching the archives of C.A. Doxiadis, a noted Greek architect who was commissioned in 1947 to design Islamabad, a modern capital for Pakistan. As Faiza explains, Doxiadis and other planners envisioned cities that gave "physical shape to aspirations for prosperity and progress in the newly independent states." The cities they created were accessible primarily to governmental officials and others "who could afford to purchase expensive residential property." The planners failed to anticipate the need for a "balanced representation of population from all segments of society, especially the underprivileged." As a result, spontaneous "squatter settlements" rose up and continue to grow in areas in and around Islamabad, as well as around the Indian capital of Chandigarh. Faiza's goal is to investigate the decisions made by Doxiadis and his contemporaries, to explore the



Robin Wright Graduate Fellowship recipient Faiza Moatasim, pictured at the Acropolis in Athens. Moatasim is in Greece to do archival research at the Doxiadis Archives at the Benaki Museum.

on-going spatial and social tensions, and to identify possible future remedies.

Faiza is committed to addressing the housing issues of the underprivileged, who represent the vast majority of Pakistanis. "Architects," she believes, "have a social obligation to create equitable environments, accessible to all and not just to the minority who can afford to pay for their services."

"Getting funding at this formative stage is very crucial for any doctoral student," says Faiza, "and I am absolutely certain that it will benefit the progress of my research by leaps and bounds. I am grateful to Robin Wright and CEW for the confidence they have in me."

CEW thanks Robin Wright for her commitment to research on global issues through her work and her generous support to establish this fund.

Staff Picks *Some of the CEW staff favorite books of the summer*

Easy to Love, Difficult to Discipline: 7 Basic Principles for Turning Conflict into Cooperation by Becky Bailey, PhD.

It's a great book on how to recognize your own feelings and actions and how to interact with others, not just your children, to promote cooperation and understanding. It's by far the best parenting book I've read. (But it's not just for parenting. I think everyone should read this book!) *Kristina Bingham*

horror all around, it's a truly uplifting story with great, lovable characters. And one of the most endearing, fascinating characters is Death, the narrator. *Jean Waltman*

The Elegance of the Hedgehog by Muriel Barbery

I described this novel on Goodreads.com (a website where you can keep track of books you want to read, are reading, and have read, and can share with others) as "weirdly wonderful." Several of its elements appealed to me: the quirky characters, the Parisian setting, the emphasis on language



and grammar, and the (mis)understandings of class. *Jeanne Miller:*

Covering: The Hidden Assault on Our Civil Rights by Kenji Yoshino

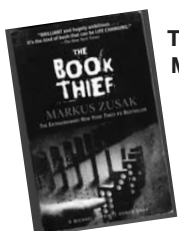
Japanese-American, gay law professor Kenji Yoshino talks about how gays, racial minorities and women are forced to "cover" their identities—by adopting behaviors associated with straight, white males. Yoshino demonstrates that courts often force people to assimilate (their behaviors) because they "can," disregarding the legitimacy of the demand that they do so. He argues that people should not be forced to "cover" behaviors that are integral to themselves.

Ching-Yune Sylvester

The Gift of Rain by Tan Twan Eng

Slow moving at first, this book draws you into the life of Phillip Hutton, the half Chinese, half British son of a wealthy Penang family. Eng examines the personal costs of war when loyalty to family and country is challenged by love. His matter-of-fact accounting of the terrible crimes of that time is amplified by the very simplicity and beauty of his prose.

Eilisha Dermont



The Book Thief by Marcus Zusak

This novel is set in Nazi Germany and, though there's

CEW Celebrates 40 Years of Scholarships

CEW Scholarship Program: Supporting Women's Educational Dreams

CEW scholars are incredible women, many of whom have overcome major obstacles in their lives, including the challenges of single parenthood, their own or family members' illnesses, poverty and financial crises, and dysfunctional childhoods. The Center created its Scholarship Program in 1970 with the goal of enabling these and other non-traditional women to begin, persevere, and complete their University of Michigan education.

Times have changed in the past 40 years. Women at the University of Michigan now earn over 50% of undergraduate degrees and over 40% of graduate degrees (Status of Women Report, University of Michigan, 2007-2008). But these numbers do not tell the whole story. Behind today's statistics are many women who struggle as much as their 1970 predecessors to achieve their educational dreams—or who give up secure careers in order to devote themselves to solving the world's social, political and environmental problems.

Among the 2010-2011 scholars, for example:

☀ **Debra Williams** is turning the misfortune of losing her position at Pfizer into an opportunity to complete her degree in American Culture and become a teacher.

☀ **Vershon Hammonds**, who grew up in a house where life was extremely difficult, intends to use her UM-Flint degree in Social Work to help the homeless and others struggling to survive.

☀ Seeing her traditional career as a journalist become more and more tenuous, **Emilia Askari** will use the skills from an MA from the School of Information to address such issues as “Who will watchdog the government?” and “Who will gather crucial news that has little commercial value?”

☀ **Rebecca Held**, drawing upon her experiences in the Peace Corps, plans to complete her degree from the School of Natural Resources and Environment in order to help mitigate the problems of climate change.

☀ After a varied career as a teacher and soldier, **Nicole Novetsky** is determined to use her master's degree in Modern Middle Eastern and North African Studies to “expand our knowledge of Islamic culture and build coalitions with Muslim groups here and abroad.”

CEW Scholarships Fill a Need

It's clear that CEW scholarships still fill an enormous need. This year's 51 scholars and fellows—like the 1,341 who have preceded them—rely on the financial support. As important as the money, however, is the confidence they develop in knowing that someone believes in them. One of this year's scholars expressed her thoughts this way: “It is one thing to believe in yourself, but it is truly rewarding to have someone else take a stance to express their belief in you as well. Every time I think about the scholarship you have awarded me, I am reminded that someone believes in me, someone else is rooting for me to succeed.”

Who are these scholars?

The scholarships honor the performance and potential of students who have interruptions in their educations, strong academic records, and impressive past accomplishments and future goals. The awards, which average \$6,000, go to women, and men, in any undergraduate or graduate program on the Ann Arbor, Dearborn, or Flint campuses.

Before returning to their studies, CEW scholars over the years have held myriad high-paying or minimum-wage jobs, from politicians and government officials to Peace Corps volunteers; from auto assembly workers to medical professionals; and from at-home moms to professional musicians, to name only a few.

The scholars have used their awards to help them assume careers in as many or more fields as there are disciplines at the University of Michigan. CEW scholars are today contributing their knowledge and talents across the world. They are doctors and nurses caring for the elderly and the disenfranchised; opera singers, musicians, and artists; teachers, scholars, social workers, lawyers, and public policy experts working across the spectrum of disadvantaged populations; environmentalists and urban planners addressing issues of sustainable agriculture and land and water use; and scientific researchers working to cure all kinds of diseases.

The Scholarship History

Former CEW Director Jean Campbell first established the Scholarship Program in 1970 to commemorate the 100th anniversary of the admission of women to the University of Michigan. In the beginning, private donations were used to establish a general scholarship fund, and the awards were simply called “CEW Scholarships.” Then, in 1990, the Margaret and Harry Towsley Foundation guaranteed the future of the program with a \$1 million endowment. In the twenty years since then, 453 women have been named Margaret Dow Towsley scholars. Today, the Towsley Scholarships are just some of many more scholarships created by private donors.

Commemorating 40 Years

On October 7, 2010, fifty-one amazing women will join the community of CEW scholars and fellows. To honor the 40th anniversary of the CEW Scholarship Program, we plan to make this year's Award Program especially joyful, celebrating the rich partnership among CEW staff, the University community and our generous friends and supporters. The Center for the Education of Women, the scholars and their families express our sincerest gratitude and admiration to the generous donors and friends who have worked together to build such a legacy of giving and support for women students.