The powerful negative response from Douglass College alumnae, especially young alumnae, is an important indication of the continuing vitality and relevance of places that put women at the center of their educational missions. Throughout New Jersey, legislative leaders and leaders in the wider community are registering their profound concern. In a recent consultation at The Women’s College, University of Denver, I was greeted with urgent questions about the future of Douglass College. Many people in our state and across the country are watching Rutgers now in anticipation of groundbreaking solutions to the challenges of undergraduate education. The real opportunity created by this task force report is in fact to put Rutgers University at the forefront, with a 21st-century model for delivering a top-notch undergraduate education in a pre-eminent research university.
As part of a major gift to Rutgers University’s Creating the Future Today Campaign, Susan and Michael Angelides (Rutgers College, ’74) have designated $500,000 to endow a lecture series at the Institute for Women’s Leadership. Each year, the new Susan and Michael J. Angelides Endowment will bring outstanding leaders to campus to meet students and give a public lecture.

“We are eager for students to learn from people who are thinking deeply about a subject and who will share their insights on the world of action and the world of the mind,” said the Angelides. They are also envisioning the lectures as an opportunity to illuminate the many creative ways that women express their leadership in all aspects of their lives.

The Angelides Lecturers will be selected for their achievements and contributions across a range of fields including education, business, politics and public policy, health, social services, and the arts. The purpose of the series is to provide students and faculty as well as the wider community with opportunities to learn about the lives and accomplishments of women leaders who are working for change. The series will, in addition, increase visibility both for the contributions of women leaders and for the need to increase women’s participation in leadership.

According to Institute Director Mary S. Hartman, “This extraordinary gift from the Angelides will be a vital resource to expand our understanding of leadership and learn first-hand accounts from innovators who are working to change the world. We are excited about the possibilities of this very special endowment and look forward to the inaugural lecture this fall.”

Mary S. Hartman (left) with Susan and Michael Angelides at their home in Connecticut. The Angelides, who are the parents of eight children, have endowed the Institute’s first women’s leadership lecture series.
Ford Foundation Expands Support for Reaffirming Action Research Project

The Supreme Court decisions in the University of Michigan cases affirming that race can be a factor in admissions (June, 2003) re-focused attention and debate about progress in advancing equity in institutions of higher learning. Shortly after the ruling, the Institute for Women’s Leadership was selected by the Ford Foundation to conduct a study of faculty involvement in programs and strategies to increase racial and gender equity.

Reaffirming Action: Designs for Diversity in Higher Education is the Institute’s national research initiative to identify what faculty are doing to transform their institutions and to include faculty perspectives in the public debate about affirmative action in higher education.

Dr. Winnifred Brown-Glaude, Reaffirming Action project director, is working closely with Rutgers Professors Mary S. Hartman and Cheryl A. Wall to coordinate the research project. With the Ford Foundation grant of $346,000, the first two years of Reaffirming Action included five case studies conducted by faculty-led research teams from universities around the nation. A renewal grant of $431,300 from the Ford Foundation is enabling the Institute to expand the project from five to twelve research teams and to conduct a survey of faculty leaders over the next two years.

According to Project Director Winnifred Brown-Glaude, Reaffirming Action demonstrates that faculty members are important change agents for diversity in institutions of higher learning. “Faculty members are actively engaged in transforming their institutions to achieve greater racial and gender equity for all,” said Brown-Glaude. “We hope to learn more about what programs are working and to publicize faculty perspectives on affirmative action in higher education.”

Brown-Glaude noted that, in addition to identifying successful diversity strategies, the first five case studies in Reaffirming Action also illuminate barriers to racial and gender equality. These barriers are embedded in the academy’s organizational structures and practices, and are linked to how and why systemic change with regard to diversity has been difficult to achieve.

“One important barrier is the way in which universities conceptualize academic excellence. There is a tendency among many to perceive ‘excellence’ and ‘diversity’ as two separate goals and, in fact, many view diversity as antithetical to excellence. As a result, persons who engage in diversity work do so largely on a volunteer basis and their diversity efforts are often not rewarded on campuses,” said Brown-Glaude. “Reaffirming Action helps us understand the need to recognize faculty diversity work as important in the tenure process and to work to nurture the next generation of faculty diversity leaders.”

Cornel West, Professor of Religion and African-American Studies at Princeton University, was the keynote speaker for a Reaffirming Action symposium last spring. His public lecture drew a standing-room only crowd in Trayes Hall at Douglass College. Professor West’s topic, “Why Democracy Demands Quality, Diversity and Leadership in Higher Education,” spoke directly to the interrelated and overlapping goals of excellence and diversity.

In the next two years of the Reaffirming Action study, the project will focus on faculty diversity strategies in a variety of higher education settings including colleges for women and historically Black colleges. Research teams have been selected from seven institutions including Smith College, Spelman College, Clark-Atlanta University, University of Maryland, Columbia University, University of Missouri-Columbia, and University of Vermont. The faculty teams will come together at Rutgers this fall to begin their case studies and compare success strategies.

Reaffirming Action: Designs for Diversity in Higher Education began in 2003 with five case studies in selected universities across the country.

University of Arizona Project: “Agencies of Change: Faculty Leadership in Initiating and Sustaining Diversity at the University of Arizona”


University of California-Davis Project: “Unprecedented Urgency: Gender Discrimination in Faculty Hiring at the University of California”

University of California-Santa Barbara Project: “Re-Affirming Action at UCSB: Faculty Commitment to Diversity and Change”

Rutgers University Project: “Feminist Interventions: Creating New Institutional Spaces for Women at Rutgers”

Dr. Winnifred Brown-Glaude is Project Director for Reaffirming Action: Designs for Diversity in Higher Education.
WHERE ARE THEY NOW?

The Next Generation of Women Leaders

Graduates of the IWL Leadership Scholars Program go on to be leaders in many fields including research, healthcare, and politics. The IWL will continue to chart the paths of these young women to share in their accomplishments and milestones.

Edna Ishayik – Douglass College, Class of 2001
After a brief stint as a server at the Bubba Gump Shrimp Factory in Hawaii, Edna has been involved with a number of political campaigns since graduation, mainly for female candidates. In 2004, she ran the finance operation for Pennsylvania Democratic candidate Joe Driscoll and helped raise over $1.7 million in eight months for his Congressional campaign. She is currently the Finance Director for Brian Ellner’s campaign for Manhattan Borough President of NYC.

“While a part of the Leadership Scholars Program, I interned on a campaign for a Congressional candidate in central New Jersey. I am so thankful to the program not only for introducing me to campaigns but also for being there to help me process my experience in class every week.”

Heather Lett – Rutgers College, Class of 1999
Heather recently completed a Ph.D. in Clinical Psychology at Duke University. She has published several articles and book chapters on her research on the psychosocial factors in coronary heart disease, particularly depression and social support. Her recently completed dissertation dealt with defining social support more clearly and determining precisely the type of support that is most helpful to people recovering from a heart attack.

“Studying different models of leadership at the IWL, some of which I could imagine myself stretching to reach, gave me the permission to ‘go for it.’ At times, I have found myself in environments somewhat unfriendly to women or to traditionally female perspectives; receiving the IWL newsletter is a reminder that I have a community rooting for me.”

Mary Marchetta – Douglass College, Class of 1999
After working for the NJ General Assembly for two years, in 2001, Mary became the Director of Legislation and Policy at the New Jersey Hospital Association (NJHA) where she managed the State legislative agenda for the 108-member trade association on a wide range of healthcare issues. In 2004 Mary received her M.A in Public Health Management from Columbia University’s Mailman School of Public Health. Subsequently, she completed a year-long fellowship in hospital finance at NYU Medical Center (NYUMC), and in July she was named Manager for Patient Access in the Emergency Department at NYUMC.

“As a biology major in college, I was interested in healthcare but I wasn’t sure what direction to take with my career. My IWL internships exposed me to the impact government has on healthcare providers and the patients they serve. These experiences, along with the support provided by the women who lead the Leadership Scholars Program, had a strong influence on the development of my career in public health. When faced with professional challenges I often reflect on my IWL experience for guidance. My continued connection to the IWL as chair of the alumnae board and as an internship mentor has been very rewarding.”

Ready to Lead
Members of the IWL Leadership Scholars Certificate Program, Class of 2005, gathered in May to celebrate their accomplishments and reflect on leadership learning.

Top row (left to right) are Meg Bilby, Pamela Kavalam, Victoria Reuter, Tal Kanfi, Natay Hayes, Namibia Muid, Dineo Mpela-Thompson, and Kathryn Blake

Bottom row (left to right) are Minna Urrey, Rajni Bhardwaj, Elizabeth Brice, Carol Mendez, and Melissa Weisz
Wachovia Foundation Grants $45,000 to Student Programs

The IWL Leadership Scholars Certificate Program and the WINGS Mentoring Program are the beneficiaries of a two-year $45,000 grant from the Wachovia Foundation.

“Wachovia’s relationship with the Institute for Women’s Leadership and Center for Women and Work has developed over the last six years, and we are delighted that the company has deepened its commitment to support leadership programs for a diverse group of undergraduates,” said Mary K. Trigg, director of programs and research for the Institute and the Center.

Dr. Trigg has been working with Margaret Lanning, Senior Vice President, Wachovia Bank, over the last two years to implement the WINGS program at the bank. As part of WINGS, Wachovia executives are paired with Rutgers students to share perspectives on making the transition from college to career.

“We were pleased that several of our women leaders—including Lucia DiNapoli Gibbons and Susanne Svizeny, our two regional presidents—have participated to make our two years of WINGS so rewarding. It’s exciting to watch the students respond to the workshops and mentoring relationships. We look forward to continuing our work with Rutgers to mentor the next generation of women executives,” said Lanning.

Lanning, who serves on the advisory board of the Institute for Women’s Leadership, has been a long-time advocate for women’s leadership education. She is also a graduate of the Rutgers Senior Leadership Program for Professional Women, a program co-sponsored by the Institute, the Center for Women and Work and The Next Level.

According to Lucia DiNapoli Gibbons, Wachovia’s Regional President for Northern New Jersey and a Rutgers Trustee, the grant reflects Wachovia’s mission “to build strong and vibrant communities, improve the quality of life, and make a positive difference where we work and live.” In addition to supporting WINGS and the Leadership Scholars Certificate Program, the company is also supporting the Wachovia Minority Scholars Program at Rutgers.

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Leadership Scholars Certificate Program

A Gift to Honor Mary Trigg

Fred and Katie Simonson of Somerset, New Jersey, recently made a gift to the Institute for Women’s Leadership in honor of Dr. Mary K. Trigg, director of leadership programs and research at the Institute. The Simonson donation in Trigg’s name expresses their gratitude for the mentoring their daughter, Mary, received through the IWL. “The Leadership and Policy Fellows program brings to campus people who really know how policy is made and implemented. Their experiences, whether in government, business, law, or education, can help students understand the policymaking process and the ways policy decisions affect diverse populations in our state,” said Mary S. Hartman.

Jane M. Kenny (above right), former Regional Administrator for the Environmental Protection Agency (EPA), was selected as the first IWL Leadership and Policy Fellow and began her affiliation last spring. She has met with the IWL Leadership Scholars to share her experiences at EPA where she played a key role in the post-9/11 response and recovery and in initiating the Hudson River clean-up. Kenny also shared case studies from her role as Commissioner of the New Jersey Department of Community Affairs in Governor Whitman’s administration.

This semester, Kenny is teaching a course on Women and Public Policy in the Douglass College Scholars Program. She will continue her affiliation as a Leadership and Policy Fellow in the spring, working with staff and faculty to increase students’ connections to policymakers.

New Program in Gender and Policy Curriculum

IWL Leadership and Policy Fellows Share Expertise

The Institute for Women’s Leadership has announced a new opportunity for distinguished leaders and accomplished policymakers in a variety of fields to affiliate with the Institute to share expertise with students, faculty, and researchers in the university community. The IWL Leadership and Policy Fellows program is designed to provide flexible and creative ways for leaders to connect with students and faculty as part of the Gender and Policy Curricular Initiative conducted with the Department of Women and Gender Studies.

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Women’s Scholarship and Leadership Calendar of Events

Wednesday, September 28
Global Partners – Global Perspectives
Women’s Reproductive and Sexual Rights on the Line
A Panel Presentation with a local to global call to action to support access to women’s health rights
4:00–6:00 p.m.
Ruth Dill Johnson Crockett Building (RDJC) 162 Ryders Lane, Douglass Campus
Sponsors: Center for Women’s Global Leadership (CWGL) & Institute for Women’s Leadership (IWL)

Thursday, October 6
“How Women are Transforming the New Jersey Economy”
Reception and Lecture by Virginia Bauer, Secretary of Commerce
4:30 p.m.
University Inn and Conference Center 178 Ryders Lane, Douglass Campus
Sponsor: Center for Women and Work

Tuesday, October 18
“Women Surviving & Thriving through Merger, Reorganization, & Changing Contexts”
Senior Leadership Program Panel Presentation
8:00–10:30 a.m. /RDJC
Sponsors: IWL & CWW

Thursday, October 20
“Gendered Injustice: Transcending the Male Paradigm in the U.S. and Beyond”
Distinguished Lecture Series: Thinking About Gender: Diasporas & Migrations
Karen Musalo, Center for Gender & Refugee Studies at University of California, Hastings College of the Law.
4:00 p.m. reception, 4:30 p.m. program/RDJC
Sponsor: Institute for Research on Women (IRW)

Thursday, October 27
Sisters in Business
Panel discussion, reception, and dinner.
Keynote: Pamela T. Miller, VP Market Strategy & Development, Medco Health Solutions
Multi-purpose room Paul Robeson Campus Center, Rutgers Newark
Sponsors: CWW, Prudential Ethics Center at Rutgers Business School, Rutgers Black MBA Association and Rutgers Women in Business.

Monday, November 7
Gaining Ground? New Populations in New Jersey
A Conversation on Gender, Migration, Health and Public Policy.
Panel: Carlos Decena, WGS & Dept. of Puerto Rican/Hispanic Caribbean Studies Camilla Comer-Carruthers, Healthier New Brunswick 2010 Jessica Culley, Comité de Apoyo a Los Trabajadores Agrícolas Anne Bellows, Food Policy Institute, Rutgers University
4:30 p.m. reception, 5:00 p.m. program/RDJC
Sponsors: IWL & Women’s and Gender Studies (WGS)

Tuesday, November 15
Susan and Michael J. Angelides Women in Leadership Inaugural Lecture: Anne M. Mulcahy, Chairman and Chief Executive Officer, Xerox Corporation
3:30 p.m. Lecture, Trayes Hall, Douglass College Center
Sponsor: IWL

Thursday, November 17
Women’s Studies, University of California, Irvine
4:00 p.m. reception, 4:30 p.m. program/RDJC
Sponsor: IRW

Monday, November 21
Women’s College Presidents Share their Vision for Education in the 21st Century
Panelists:
Nancy Y. Bekavac, President, Scripps College
Carol T. Christ, President, Smith College
Johnnetta B. Cole, President, Bennett College
Judith R. Shapiro, President, Barnard College
Carmen Twillie Ambar, Dean, Douglass College
Moderator: Mary S. Hartman, Director, Institute for Women’s Leadership
7:30 p.m. / Trayes Hall, Douglass College Center, Douglass Campus
Sponsors: IWL, Douglass College, & Associate Alumnae of Douglass College

All events listed are free and open to the public. For directions to event locations visit: [http://maps.rutgers.edu/](http://maps.rutgers.edu/) For more information on scheduled events contact the Institute for Women’s Leadership (732) 932-1463, or member units: Douglass College (732) 932-2900; Center for American Women and Politics (732) 932-9384; Center for Women’s Global Leadership (732) 932-8782; Center for Women and Work 732-932-4614; Institute for Research on Women (732) 932-9072; Department of Women’s and Gender Studies (732) 932-9331.
J&J Joins WINGS Mentoring Program

Mary Ellen Clark, Director of Process Excellence, Finance and Information Management, Johnson & Johnson, and Lisa Michelle Schoelles, Director of Global Information Solutions, Johnson & Johnson, first learned about WINGS when they were participants in the Rutgers Senior Leadership Program for Professional Women. They were excited about the possibility of expanding WINGS to include mentoring pairs at Johnson & Johnson. As they worked on their personal leadership plans, they incorporated a goal to help young women advance as well.

As a result of their commitment and enthusiasm, last year J&J joined Deloitte & Touche and Wachovia Bank as a corporate sponsor of WINGS. This fall experienced women from the three companies are once again sharing their time and wisdom to mentor Rutgers undergraduates.

WINGS, or Women Investing in and Guiding Students, is a college-to-career mentoring program designed to link successful professional women with selected Rutgers female students from across the Rutgers University campuses. The Institute for Women’s Leadership (IWL) and the Center for Women and Work (CWW) at Rutgers University created this program four years ago. Students selected for WINGS benefit from the opportunity to learn about the mentoring process before they enter the workforce and to make connections with successful role models. Mentees gain valuable knowledge and skills from first-hand accounts of successful strategies to address workplace issues. Last year, twenty-nine student mentees and twenty-nine mentors participated in the program and currently, forty-five mentoring pairs are active.

Each partnering corporation in WINGS matches a woman in its organization with a Rutgers female student in a structured nine-month mentoring relationship. Formal events throughout the year include a September kick-off at each sponsoring corporation’s site, mock job interviews, a session on “Hot Topics in the Industries,” and a closing presentation, “Backpack to Briefcase,” prepared by the student mentees.

Participants on both sides of the mentoring equation are enthusiastic about the experience. Nicole Aikins of Johnson & Johnson said, “From my interactions with my mentee, I have come to know that I can help her grow as both a businesswoman and an ethical leader within her community. This program has more than met my expectations.”

Rutgers student Lauren Braswell, who was paired with a Johnson and Johnson mentor, shared her enthusiasm for the program. “I am extremely impressed with WINGS,” she said. “I think that the mission is fully met and the mentoring relationships are priceless and crucial for success.”

Kristen Pipes, Corporate Program Coordinator at the IWL and CWW, adds that the program is unique in connecting college women with corporate women. “We don’t know of any similar programs in other universities across the country,” she said. “We are very excited to be creating a successful model that we hope can be shared and implemented elsewhere.”