



CENTER FOR WOMEN AND WORK

CONNECTING COMMUNITIES, CHANGING LIVES:
RESEARCH AND PROGRAMS THAT PROMOTE GENDER
EQUITY AND A HIGH-SKILL ECONOMY.

INSIDE THIS ISSUE:

- LETTER FROM THE DIRECTOR** 2
- WINGS NETWORKING SOCIAL** 3
- TOOLS OF THE TRADE** 5
- THIRD ANNUAL WORKFORCE DEVELOPMENT SUMMIT** 5
- CONNECTING COMMUNITIES** 7

INTERVIEW WITH MARY ELLEN CLARK



Mary Ellen Clark is currently the IM Director of Global Customer Projects Delivery at NCS in Raritan, NJ. The NCS Leadership Teams' Focus is on globalization, operational excellence and cost efficiency.

Mary Ellen has 25 years experience in the Information Management field. Her previous work

experience includes the pharmaceutical, forest products and agrichemicals industries, as well as consulting and teaching. She holds an M.S. in Management Systems Analysis, a technical certificate in Computer Programming, as well as a B.A. in Music Education from Douglass College. She is a certified Six Sigma Black Belt, a co-founder of the WINGS mentoring program at J&J,

and co-leader of the Corporate Women's Leadership Initiative Steering Team. She currently serves on the board of the Rutgers Institute for Women's Leadership. Mary Ellen and her husband reside in Oceanport, NJ.

KRISTEN PIPES (KP): What has been your greatest challenge and do you feel this is a challenge for all women?

MARY ELLEN CLARK (MEC): When I really think about it, the theme that's haunted me throughout my career was not asking for what I wanted, and that's probably a challenge for women not just in their careers but just in life in general. I don't know if it's being afraid to ask for what you want or being afraid of rejection, but I think I'm very proud of my career and all the twists and turns that it's taken. In many cases I have directed where I went, but I think I have missed a couple opportunities along the way where I didn't directly ask for a job or opportunity that I wanted. So I think that's something that we should be mindful of. I think that's a challenge that sometimes women have, or people have – going after what they want. *Continued on page 6*

IN THE NEWS...

Eileen Appelbaum recently provided testimony at the following Congressional and State hearings: on January 16, 2007, before the US House Education and Labor Committee on *Strengthening the Middle Class*; on January 30, 2007, before the US Senate Committee on Health Education Labor and Pensions on *Economic Security and Opportunity for Working Families*; and on February 5, 2007, before the NJ State Senate Labor Committee on *Family Leave Insurance*.

FAMILY LEAVE INSURANCE FOR NEW JERSEY WORKERS

By Karen White

The Center for Women and Work is a proud member of the New Jersey Time to Care Coalition, a diverse group of organizations working to support initiatives that help New Jersey's working families, including an expansion of the State's Temporary Disability Insurance Fund (TDI) to include family leave insurance.

Under the New Jersey Time to Care's proposal for family leave insurance, New Jersey workers would be eligible for up to 12 weeks of leave per 12-month period to care for a sick child,

spouse, parent or domestic partner, or to bond with a newborn, adopted or foster child. Those taking leave would receive up to two-thirds their salary, with a ceiling of \$502 a week in 2007. To fund the program, each working person would pay a small increase into the existing state TDI. Employers would pay nothing. If NJ adopts family leave insurance, it would be the second state—after California—to do so.

A recent poll conducted by the Eagleton Center for Public Interest Polling found that New Jerseyans are overwhelmingly in favor of the proposal that would

allow them to support their families by taking care of sick family members without losing their pay. Seventy-eight percent of New Jerseyans were in favor of a family leave insurance proposal; 16 percent were opposed.

Legislation has been introduced in both the Senate and Assembly to create the coverage advocated by the NJ Time to Care Coalition. And the NJ Senate Labor Committee approved that legislation on February 5, 2007.

LETTER FROM THE DIRECTOR



CWW is off to an excellent start this year and we look forward to continuing to work with all of the Center for Women and

Work's partners and supporters! We welcome your continued interest and enthusiasm – we couldn't accomplish all that we do without your help and engagement.

This year sees CWW deepening and expanding its many initiatives.

In September 2006, the WINGS College-to-Career Mentoring Program launched its 5th year and welcomed Ameriprise Financial as a new corporate sponsor. The WINGS Program is currently serving 45 mentoring pairs at Ameriprise, Deloitte & Touch, Johnson & Johnson, and Wachovia Bank. October marked the completion of our partnership program with KPMG's Network of Women – a five part lecture series, "Women on the Rise," at KPMG's Montvale, NJ office. We began 2007 with staff changes on these programs. Dr. Mary Trigg, who formerly directed corporate programs for both CWW and the Institute for Women's Leadership has moved over full time to IWL, where she will continue to collaborate with the Center on our shared programs – WINGS and the Senior Leadership Program for Professional Women. She is now a fellow of the CWW. Kristen Pipes has been promoted to Corporate Programs Director assuming some of Mary Trigg's previous responsibilities.

The Nontraditional Career Resource Center, our flagship program in the Education and

Career Development area, is going strong this year. Applications for the Rutgers summer residential career program for high school students have been submitted. Our RAVE program – a weekend career exploration adventure – now serves middle school students at locations throughout the state. The NCRC team – Dr. Terri Boyer, Aramis Gutierrez, Jeanne Dupree, and Suzanne Eng – is also very pleased to launch a new comprehensive professional development program for High School teams titled *Blueprinting Equity*. Participating schools will be working on increasing their recruitment and retention of students in nontraditional career and technical education fields.

CWW has been in the forefront nationally and in New Jersey in conducting research and public education on family leave insurance. Karen White leads this effort for CWW and she has been tireless in her outreach activities, including power point presentations to organizations and promoting CWW's report, *Achieving a Workable Balance*. Karen and everyone at CWW is gratified to see the New Jersey Senate and Assembly take up legislation to help working families in the state meet both their responsibilities to be good employees and the need to be responsible parents and family members.

As the number of CWW programs and funding sources has grown in complexity and diversity, we are very pleased that Jeanne Dupree has recently assumed a high level of responsibility for the Center's financial management in addition to her continuing responsibilities for NCRC projects.

CWW has also been strengthening its collaborations within the Rutgers community and the state. We are working with VP Joan Bennett and the Office of the Associate Vice President for the promotion of Women in Science, Engineering and Mathematics to conduct a state-wide summit in New Brunswick on *Women in the Science and Technology Workforce*. Hold the date – June 8 – to meet with policy makers, government agencies, educators, professional organizations, students, and industry to discuss women's role in strengthening this sector, which is so critical to New Jersey's economic growth.

We are also collaborating with the Rutgers Business School, School of Management and Labor Relations, Douglass Residential College, and Institute for Women's Leadership in the development of a new Women's Business Leadership Initiative. Kristen Pipes and Terri Boyer are taking the lead for CWW.

The research collaboration of CWW's Dr. Eileen Appelbaum and Karen White with Professor Sharon Ryan and researcher Debra Lancaster of the Rutgers Graduate School of Education to learn more about effective workplace practices early care and education (pre-K) programs is in full swing. We are in the field gathering survey, qualitative, and performance data – thanks to all of the many New Jersey programs that have agreed to participate in this important endeavor.

Our work at CWW has received national recognition and is having an impact on the national policy debate. On December 7-8, 2006 CWW's Sloan Center on Innovative Training and Workforce

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LETTER FROM DIRECTOR CONTINUED



Dr. Appelbaum and Senator Obama

Development held its third annual conference, "Within Your Reach: Meeting the Challenges of Workforce Development," at the Phoenix Park Hotel in Washington, DC. Thanks to the significant work done by Dr. Mary Gatta and Heather McKay, the conference drew an audience of more than 130 high-level state officials, policy makers, educators and researchers from 24 states and 4 cities to strategize about effective ways to improve the skills

and earnings of the labor force.

CWW Director Eileen Appelbaum was invited to testify before the Senate Committee on Health, Education, Labor and Pensions on January 16, 2007. She spoke about *Economic Security and Opportunity for Working Families*. On January 31, 2007, she testified before the House Committee on Education and Labor. The topic was *Strengthening America's Middle Class: Evaluating the Economic Squeeze on America's Families*. These appearances followed earlier invitations from Representatives Barney Frank, George Miller and Carolyn Maloney to speak at the House Democratic Forum on Economic Security and Wages and from Senator Hillary Clinton and the Democratic Steering and Outreach Committee to join national leaders in a discussion of critical workplace supports that help ensure

economic security for America's families.

CWW's work has drawn international attention as well. Dr. Terri Boyer co-edited (with Rutgers professor, Dr. Yana Rodgers) a special issue of the *International Journal of Manpower* on the topic of gender and racial differences in vocational education. Dr. Mary Gatta edited a special issue of *Equal Opportunity International*, "Public Policy on Democratizing Access to Education for Marginalized Groups," and has been invited to edit another special issue of the journal, "The 'New' Policy Partnership: Academic Researchers and Government Officials Partnering Toward Social Equity." Eileen Appelbaum will be guest lecturing in the UK at the Business School of the University of Manchester this spring.

We have three exciting new initiatives moving off the drawing board. The Center is

launching a research and action project on retention of women lawyers in law firms. And ITWD is piloting a literacy web application and an innovative training and workforce development project with the prison and re-entry populations. We will be telling you more about these projects in our next newsletter.

Thanks to Dean David Finegold of the School of Management and Labor Relations, we will be moving our offices back on campus in May – we'll be in the Labor Education Center, a great location for us and a chance to see more of our wonderful SMLR colleagues.

As we move forward in 2007, we welcome your ideas and participation, and we look forward to seeing you at CWW events.

Eileen Appelbaum

WINGS LAUNCHES ANNUAL NETWORKING SOCIAL



From left to right: Susan Smart (J&J), Nidia Bacchus, Chenye Zhang

By Kristen Pipes

Each spring, as we collect applications from students interested in joining the WINGS college-to-career mentoring program, I find my email inbox inundated with questions regarding the time commitment that participation in WINGS will require.

Students want to know how many hours per week they will need to set aside for interaction with their mentors, and how often they'll be asked to attend program-sponsored events. These questions are not surprising to me, given the fast-paced and ever-accelerating lives

that students lead these days – managing full course loads with part-time (and sometimes full-time) jobs, as well as commitments to extracurricular activities, family, and friends.

Yet, it doesn't seem to take long for these same students to switch gears as they begin to experience the value of the opportunities that the WINGS program provides. Within months of entering the program, I begin hearing from students that they wished the program had more events that would bring them together with other students and mentors – they say, "We want to get to know the other women" or "We want more networking oppor-

tunities." For the program participants these last two years, that wish has come true!

On March 21, 2006, the WINGS program held its first annual Networking Social, bringing together mentors and protégés from each of our three corporate sponsors in the 2005-2006 academic year – Deloitte & Touche, Johnson & Johnson, and Wachovia Bank. The concept for this event grew naturally from the feedback received in mid-year and year-end evaluations from the first three years of the WINGS program. Students and mentors, alike, repeatedly asked for more opportunities to connect with others in the program, both

WINGS CONTINUED



Clockwise from left front: Safiyah Muhammad, Preeti Khanolkar, Jennifer Alvarez (J&J), Shazia Malik (J&J)

within their company groups and across companies.

Modeled after the increasingly popular concept of speed dating, the first WINGS Networking Social introduced attendees to speed networking. After a short reception and an opportunity to mix and mingle freely, mentors and protégés were led through a series of short interactions with 10 new people. Protégés were encouraged to take full advantage of each conversation as an opportunity to not only practice their elevator speeches in a supportive environment, but also to ask those important career-related questions for which they'd like to receive diverse feedback from multiple perspectives.

WINGS protégés enjoyed the first social and felt it was a great success on many levels. As one student commented, "This event helped provide me with motivation and confidence. As a gradu-

ate this May, these mentors provide a lot of hope with various networking capabilities." When asked about the format for the evening, another student observed that it was different "in that I was 'forced' meet new people, which turned into a really rewarding experience." A third student remarks, "I loved this experience, as I feel very privileged to have such a great networking opportunity that women in college don't often have." And the students were not the only ones who appreciated the opportunities provided by the event. As one mentor shared, "Not only did I get to meet students that may be potential candidates, but I was able to network with people within my own company." Another very convincingly expressed, "This was a very valuable experience. I received my position now through networking and to have this forum is so helpful and developmental for these students. It makes me happy to have participated!"

With such positive feedback at the end of the evening, we knew we had no other choice but to make the WINGS Networking Social an annual event. With a few changes to the structured speed-networking interactions, WINGS held its 2nd Annual Networking Social on January 24, 2007. We look forward to continuing to enhance this event in future years for new participants in the program, and to creating new and exciting mechanisms for helping both protégés and mentors achieve new levels of success through the WINGS program!

I'd like to take this opportunity to acknowledge a few important people, whose creativity and supportive efforts ensured success for both the inaugural and 2nd Annual WINGS Networking Social. Many thanks to Mary Ellen Clark, Jessie Masterson, Susan Smart, Joanna Tayber, Karen White, and Jennifer Wleklik.



The CWW welcomes Suzanne Eng as the newest addition to our center family. Suzanne, RU '05 Sociology, has thrived as our new Project Coordinator while working directly with the NCRC and several additional projects for the CWW. Suzanne and husband Fred are the proud parents of 4; Aaron, Christiana, Elisabeth and recent RU graduate, Nicholas, Exercise Science/Nutrition '06.

Point of Interest

"Gender and Racial Differences in Vocational Education: An International Perspective," by Terri Boyer, Ed.D and Yana Rodgers, PhD, was recently published in the *International Journal of Manpower* 27(4), July 2006, 308-320

THIRD ANNUAL WORKFORCE DEVELOPMENT SUMMIT



Rush Holt, US House of Representatives

By Heather McKay

The Sloan Center on Innovative Training and Workforce Development (ITWD) held its third annual national workforce summit in Washington, D.C. on December 7-8, 2006. The summit, *"Within Your Reach: Meeting the Challenges of Workforce Development,"* was funded by the Alfred P. Sloan Foundation. It brought together more than 130 workforce development specialists, state and federal policy officials, researchers and legislators to share their experiences in the field of

workforce development. Many of the participants, who represented 24 states and three major cities (New York, Washington, D.C. and Philadelphia), have programs in place that use technology to deliver job training and education to low-income workers. The key outcome of this conference

was sharing ways to reshape the current workforce system so that it lets the working poor, and not just the elite, take advantage of technology and flexible training.

The summit began with a plenary session entitled "Post-Midterm Election: The State of Workforce Development Policy and Programs." This session examined the opportunities and challenges presented to ensure that job training is central to our domestic agenda. The panel included Congressman Rush Holt, United States House of

Representatives.

Following this session Dr. Mary McCain, Senior Vice President of TechVision 21 and Microsoft Consultant for Education and Workforce Development Programs delivered a keynote address entitled "Liberating Learning from The Classroom: Workforce Development in Technology's Century". Dr. McCain discussed the need to capitalize on technological innovations to ensure accessibility and flexibility to training in the United States. Following Dr. McCain's address, the summit continued with a session on sector based initiatives in workforce development. This panel was put together in collaboration with the National Governor's Association's Center on Best Practices. The final session of the day examined partnerships that foundations and other philanthropic organizations can play in the advancement of workforce development programs. The summit also featured a reception held at Union Station's America Restaurant where attendees, friends of the CWW, and Rutgers

Alumni gathered to network.

The second day of the summit took a more "hands on" approach providing technical assistance in online learning programs for states. The workshops looked at topics such as: using online learning to respond to manmade and natural disasters, institutionalizing innovative workforce development programs, and implementing and troubleshooting online learning programs. Overall the event was very successful, and we have received a large amount of positive feedback.

Due to the success of this event, the ITWD would like to announce that the Fourth Annual National Summit, *"Technology's Tipping Point: Integrating Technology Enabled Learning into Workforce Development"* conference will be held in Washington, D.C. on December 13-14, 2007. If you would like more information on this upcoming event please email hmckay@rci.rutgers.edu.

'TOOLS OF THE TRADE' SPARKS USEFUL DISCUSSION IN NEW JERSEY

90:

The percentage of girls in Childcare and Development programs

4:

The percentage of electrician students who are girls

86:

out of 2270 enrolled in Cosmetology courses are boys

14:

The percentage of girls in CTE programs that are nontraditional for women

By Terri Boyer and Aramis Gutierrez

Imagine yourself sitting among a crowd very different from yourself. Although everyone within the group shares the same interest in the subject, you feel unease since no one is *like* you. You potentially face a daily assault of ridicule and isolation, stares and interrogation. You are one of the determined few to pursue your passion in a nontraditional field within our schools' Career and Technical Education (CTE) pro-

grams. Vital to the economic development of women, females who pursue nontraditional fields could potentially earn 150% more over their lifetime as compared to females who pursued or were funneled into traditional routes. Factor in job satisfaction, and the effort to pursue one's passion ultimately becomes invaluable.

In May of 2006, the Gender Equity Advisory Committee to the New Jersey Department of Education and the Nontraditional Career Resource

Center co-sponsored a Public Education Institute (PEI) Roundtable to discuss the above situation as put forth in a recently released report by the National Women's Law Center (NWLC) entitled, "Tools of the Trade: Using the Law to Address Sex Segregation in High School Career and Technical Education" (available online at www.nwlc.org). Participants, including county and local superintendents, teachers, and students shared insights and developed plans to discuss the inequities in enroll-

'TOOLS OF THE TRADE' CONTINUED

ment, recruitment, retention and laws for nontraditional students within our CTE programs. Setting the foundation for the day's discussion were Jocelyn Samuels and Fatima Goss-Graves of the NWLC who presented their national and statewide findings. Included in their presentation was the "New Jersey Tools Kit" which provides students, educators, and parents provisions of federal and state laws to aid New Jersey schools in addressing gender inequities within their respective programs.

Several of the schools represented had specific programs and activities for encouraging males and females to enroll, and stay, in non-traditional courses—but open discussion showed that we still have

far to go in this field. In an attempt to gain ground, the NCRC and its partners are set to launch *Blueprinting Equity* in the spring of 2007. Schools that are selected to participate will receive turn-key educator training on current research and trends, cohort-style support, connections to partners in government, labor, and business communities, program implementation assistance, and hands-on activities and curricula for students. If interested in learning more, please contact the NCRC.

MARY ELLEN CLARK CONTINUED

I think particularly with my generation, I was socialized to be polite and to not go after things. That was something I had to overcome and I'm very happy to see that the younger generation of women don't suffer from that as much. But they probably still are socialized to some degree by their parents or school to be nice.

KP: What do you feel are the greatest challenges for women in the corporate workplace? And what steps can corporations take to help women address and/or overcome these challenges?

MEC: I feel like in corporations anymore, the playing field has been leveled. I'm not suggesting there aren't still challenges for women, but you see so many more women in higher level positions. It's very encouraging... I think what women have still is a personal challenge, and I hear this when people that I mentor ask me: "When do you have children?", "How do you balance work and family?" I think that still is perceived as a women's issue. Looking ahead, when our society as a whole views the responsibility for having and educating children to be everyone's responsibility, that's when the playing field will be totally equal.

KP: One vision in the early women's movement was to lessen the tension between work and family issues, yet we still seem to be addressing this. In your opinion, can women leaders make a real difference in the way work is done that lessens this tension? Do you see that in your experience here, looking at some of the women leaders in J&J?

MEC: Well, you would hope that women are, although a number of senior women leaders – not just in J&J but everywhere – have stay-at-home husbands or full-time care for their children. I'm not sure if we're just modeling what men do or if we're really making a difference. And I think it's probably dependent upon the

individual. I think some women crack the code a little bit further, and men too. I think there are a lot of men now who create a flexible work environment for their workers because men also are picking up the burden of childcare as their wives are having more demanding jobs.

KP: You mentioned the importance of liberal arts education. Do you think there's something different or special that happened for you in your training in an all-women's educational environment at Douglass?

MEC: Oh definitely, and I went there almost by accident! It wasn't something I consciously chose until someone in my high school told me about Douglass. She was a student there and I went to visit her, and I learned what a unique environment it was. I'll never forget that she said it was the best of both worlds and I think that's absolutely true. It was absolutely true then, it probably still is now and I hope that'll continue in the future. Again, because I went to school in the early 70s, I think women were just starting to think about being corporate professionals or being something other than a mother or a nurse or a teacher. So, it was a really exciting time to be at Douglass. There was a lot of feminism going on, a lot of consciousness raising, and that really taught me what it meant to be a woman or to see women in every role in the university or have every seat on student government.

KP: What motivated you to bring the WINGS college-to-career mentoring program to Johnson & Johnson, and how do you feel that program has impacted the J&J women who participate as mentors?

MEC: Well, I remember very clearly Mary Trigg standing up and giving a little intro on the WINGS program while I was in the Senior Leadership Program, and I really perked up

my ears and I thought to myself, "Wow, what a great program." I remember talking with her afterwards and thinking, "This is a no-brainer for J&J." So, I presented it to the Women's Leadership Initiative here at corporate headquarters, and I was expecting a lot of resistance; I just thought it was an out-of-the-box idea. But Jean Messina and Pat Sellick, who were the leaders of the WLI at the time, agreed that this was exactly what we'd been looking for. And they were coming at it from a very different point of view. Traditionally, the Women's Leadership Initiative had only been a series of events, with no cohesive program to hold the women here at corporate together. So the thought was that this could become the framework, which I think in fact it has, for women to have a reason to get together and to do something across J&J that is very aligned with our credo – that is, giving back to the community, helping our future doctors, nurses, and patients understand what kind of a corporation J&J is, whether they end up working here or not. We very consciously chose not to make WINGS a recruiting vehicle for J&J; we knew that we already had a number of leadership programs with recruiting vehicles. This was really about giving back to the community.

Organizationally, it's given us the ability to reach a small group of us, I guess 50 or fewer here at corporate headquarters, and have a reason to get together and get to know people that we normally wouldn't meet in the workplace. That's been very valuable for our networking – for people to seek out others and have a resource in another department they can call on. I think WINGS has also helped us in building our mentoring culture,

MARY ELLEN CLARK CONTINUED

because mentoring is very important here at J&J. We've gotten a lot of younger women to be interested in the WLI and mentoring, and that's building our future mentors. So, very selfishly for J&J, it's a great thing! And then, individually, I hear from women that they feel so good about the young women that they work with – these are awesome young women and it just restores their hope for the future. And for those who have children that age, they say "Wow, here's a kid who's actually listening to me!" It's been very self-satisfying for women to realize they have something to offer another human being. I just see people loving being part of WINGS.

KP: Other than starting WINGS here at J&J, what accomplishments are you most proud of and why?

MEC: I could think of a lot of projects and situations, but I think what I always go back to is... It's kind of interesting, someone I knew

went and did some charity work in Rwanda about 15 years ago... He ended up meeting with two Sisters of Charity who were washing the feet of children who were about to die. And because he was there wanting to do the big grand thing – trying to find himself while saving the world in Rwanda – he asked them why they were doing this. What he learned – and when he told me this story it so impacted me – was the importance of doing one small act of dignity for another human being. And, so, I don't equate what I do to washing the feet of dying children. But, to me, this was such an example of what we all need to do – a small thing. So, when I think about accomplishments that I'm proud of, they're all small things. For example, my WINGS mentee this year called me up and said, "You know the advice that you gave me? I got the job because of what you told me about how to interview." It's small. A small thing. She got a part-time job

while she was in school, but something I said helped her to grow another notch or to be more self-aware and those are the things I'm so proud of.

Of course, there are projects and accomplishments that are great, too, but they're not as long-lasting as the seeds you plant in other people. Those are the things that are important. And then also, what's kind of interesting, is just starting small. WINGS started small, but because it's a good and right thing, it's growing hugely. Other WLIs in other J&J companies are interested in modeling it too. So, without even having a big grandiose scheme of where it might go, it went.

To read the full interview with Mary-Ellen Clark please visit our website at www.cww.rutgers.edu

CENTER FOR WOMEN AND WORK: CONNECTING COMMUNITIES

By Heather McKay and Karen White

The Center for Women and Work was proud to host its annual awards event on Tuesday, October 3, 2006 when friends of the Center for Women and Work gathered at the Ruth Dill Johnson Crockett Building to honor seven New Jersey women who have worked to improve gender equity, promote women's advancement, and support the aspirations of working families. Additionally the honorees were recognized for the active role they have taken in New Jersey in connecting communities and changing lives. The Center believes very strongly in the role that higher education can play in supporting the growth and development of the New Jersey economy, in partnership with government agencies, corporations, law firms, small business, unions, and community organizations. The honorees included: Rochelle Hendricks from the NJ Department of Education, Mary Ellen Clark from Johnson & Johnson, Mada L. Liebman from the Office of NJ Secretary of State, Christine Amalfe from Gibbons, Del Deo, Dolan,



From left to right: Rochelle Hendricks, Connie Ellis, Christine Amalfe, Eileen Appelbaum, Congressman Rush Holt, Laurie Cancialosi, Virginia Treacy, Mada Liebman, Mary Ellen Clark

Griffinger and Vecchione, Laurie Cancialosi from the Office of Senator Joseph Vitale, Virginia Treacy from JNESO, District Council 1 IUOE, and Connie A. Ellis an alumna from the Rutgers School of Management and Labor Relations. Each honoree was awarded with a small token of appreciation from the CWW. We were also pleased that Governor Corzine and Senators Lautenberg and Menendez sent congratulatory letters, and that Congressman Rush Holt was able to attend. The event featured various wines produced by women vintners. It was very well attended and we were very pleased to be able to gather the friends of center for such a worthwhile event.



CONNECTING COMMUNITIES, CHANGING LIVES:
RESEARCH AND PROGRAMS THAT PROMOTE GENDER
EQUITY AND A HIGH-SKILL ECONOMY.

The **Center for Women and Work (CWW)** operates and relies on the generous contributions of its supporters in order to perform research, education, skills development, outreach, and advocacy. CWW is dedicated to advancing women across the education, income, ethnic, and occupational spectrums, and to challenging the status quo in organizations that educate, train, and employ them. We welcome support in order to help us continue these efforts.

In order to find out more about a tax-deductible giving opportunity with CWW please email hmckay@rci.rutgers.edu or call 732-932-0052.

We are on the web!

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