



FLORA STONE MATHER
CENTER FOR WOMEN

• Celebrating 20 Years •

20th Anniversary

IMPACT REPORT



To the friends of the Mather Center for Women,

In leading Case Western Reserve University's Flora Stone Mather Center for Women, I stand on the shoulders of giants—an incredible group of heroines (and a few heroes) who long fought for women's rights to education and all of its benefits.

Here, this began with the opening of the College for Women at Western Reserve University in 1888, thanks to its main benefactress, Flora Stone Mather. Though denied the opportunity to attend college, Flora was devoted to encouraging women's advanced education. Until her death in 1909, she was often known to not only support the college financially but to bring the women of the college books, baked goods, and flowers, knowing they needed additional support for an education many in society thought wasted on them. Mather College carried her legacy and continued to be recognized for developing exceptional women leaders through 1972, when its last class graduated and the institutions federated with Western Reserve University and Case Institute of Technology into Case Western Reserve University. As the final classes of Mather College took their courses in 1969, then-Dean Elizabeth Hasting expressed interest in opening a women's resource center. Over the next 30 years, the Mather Alumnae Association, multiple commissions on the status of women faculty, and women's student groups came together, with the final push being the Mather Alumnae Association symposium "Women 2000: Forging a Vision." This event encouraged long-term engagement in issues impacting women's lives and also in establishing a full-fledged women's center at CWRU.

That same year, the President's Advisory Council on Women was appointed, which collaboratively forged a vision and mission for a women's center—"a prominent, central hub of communication, education, research, and programming by and for women, men, and gender-oriented groups on campus." The center, they wrote, would use programming, services and advocacy to promote full and active participation of women across Case Western Reserve—personally, professionally and in their educational pursuits. And with its core focus on inclusiveness, the center "will stand for CWRU's commitment to gender equity and will represent our values of fairness, mutual respect, and diversity ... so that women and men will initiate programs related to concerns of race, class, gender, and sexual orientation." Founding Director Dorothy Miller, hired in 2002, launched the women's center in spring 2003. Months later, it was renamed the Flora Stone Mather Center for Women in honor of Mather College and the many alumnae and women faculty who advocated on the behalf of women's education.

As we celebrate our **20th anniversary**, the Flora Stone Mather Center is now a community space and social innovator empowering women and advancing gender equity through research-informed action. By serving as an advocate for gender equity through policy change and evidence-based education, the Mather Center has increased professional and leadership development to promote personal and intellectual empowerment for women. Furthermore, through a shared culture of support for gender equity and intersectionality, the Mather Center's programs and research have disseminated new knowledge and established the center as an expert resource for women and gender equity in higher education.

We are truly living our founding mission. As you look through the pages of this 20th anniversary impact report, we hope you will learn about the Mather Center and join us in our work to increase gender equity in higher education—at Case Western Reserve University and beyond.



Angela Clark-Taylor, PhD
*Executive Director,
Flora Stone Mather Center for Women
Research Assistant Professor, Research Assistant Professor, Center on Trauma and Adversity
Jack, Joseph and Morton Mandel School for Applied Social Sciences*

Dear fellow Mather Center for Women champions,

The 20th anniversary of the Flora Stone Mather Center for Women is occurring at a critical time for women's future in our country. We are privileged to co-lead a steering committee, in partnership with the Mather Center, to celebrate this milestone and bring recognition to the accomplishments, service and leadership of Case Western Reserve University women. The 20 Flora Award recipients are just the tip of the iceberg. Women at CWRU are extraordinary; we must continue to cultivate our next generation, ensuring Flora Stone Mather's living legacy.

The Mather Center's progress and growth since inception could not have been possible without the support of our dedicated donors, Flora Stone Mather alumnae, Mather Center staff and the 20th Anniversary Steering Committee volunteers. Your passion, commitment and vision have provided numerous opportunities for women at CWRU and in the community to develop and flourish.

The Mather Center's advocacy to advance gender equity in higher learning has transformed CWRU women professionally, personally and academically. Ever evolving, the Mather Center will continue to expand, diversifying its constituency and programming to respond to the needs of individuals in an ever-changing social, political and economic climate. With your continued support, you can ensure the vitality of the center to advance and empower women to achieve beyond the possible.

We thank all of you who gave of your time and expertise by serving on the steering committee with us this past year, as well as all of you who have supported the Mather Center through the years, bringing us to this 20th anniversary celebration. With your future commitment, you can expand the center's impact to more women at CWRU, across our community and well beyond.

Thank you!



Jakki Nance and Karen Kaler,
Co-Chairs of the 20th Anniversary Committee

Scan qr code to visit our
20th anniversary page





Dorothy Miller, first director of the Mather Center for Women, speaks at the 10th Anniversary Open House

Ten years ago,

the Mather Center was a very different yet very similar place. Our first director, Dorothy Miller, had just retired, after her dedicated effort to bring about our new space in the Tinkham Veale University Center. We had only six staff members, in addition to a strong team of student interns. We presented our very first Flora Awards. The center's primary focuses were health education and advocacy, in conjunction with a variety of other events such as those focusing on men and masculinity and multicultural initiatives. It was astounding to see how much they accomplished in those first 10 years (use the QR code below to view the report)—and in this 20-year follow-up, we show how we

strive to live up to that legacy.



Scan qr code to visit the Mather Center Digital Exhibit.



Table of Contents



06 Education and Advocacy	22 Staff Development and Support
08 Gender Equity in STEM	24 Women of Achievement Awards
10 Women's Coalition	26 The Mather Center Space
14 The WELL: Women's Education Learning Lab and Mather Center Research	27 Community Advisory Board Members
16 Postdoctoral Scholar Program	28 Donors
18 Faculty Development and Support	

Education and Advocacy

Advocacy Services

Our confidential student advocate is available for students to work with if they experience any form of sexual, dating or power-based violence. The advocate's free services include helping students understand their choices and resources on campus, clarifying university processes, and acting as a liaison among various systems. In addition to individual services, the advocate facilitates support groups for students to share their experiences with others who have been in similar situations.

In calendar year 2022, our advocate worked with 74 students, and 29 more in the first three months of 2023. The Office of Equity received 102 reports of sexual harassment and/or sexual violence under Title IX in the 2021-2022 school year, suggesting that a significant number of students who engaged with the Office of Equity benefited from our advocacy services (although not all students with whom we met made a report to equity, and not all students who reported used our services).



Mather Center staff and students attend OAESV advocacy day 2023

It's on CWRU

It's on CWRU is our campus violence-prevention initiative, featuring workshops such as Bystander Intervention and Healthy Relationships; a peer educator program; and programming such as Sexual Assault Awareness Month and The Silent Witness Project. Since the program began in 2020, nearly 400 students have signed the "It's on CWRU" pledge, committing to support survivors and take an active role in improving the culture on campus.



SEXPOpalooza

SEXPOpalooza, the annual health fair that started in 2016, gives students a safe place to learn and discuss sex and sexuality. CWRU groups and community organizations set up booths, where they provide information and resources for students. By putting on this event, in conjunction with information and safe-sex products available in the Center at all times, the Mather Center encourages a sex-positive culture across the CWRU campus. In the 2022 SEXPOpalooza evaluations, the majority of students said the organizations were welcoming, engaging, and responsive; the event itself was fun, interesting, informative, and inclusive; and they left with a better understanding of resources on and off campus. Most students also felt it was a safe space to explore sex and sexuality, and said they would recommend the event to their peers. Students said everything from STI testing to free condoms to Planned Parenthood were the most useful parts, suggesting that the wide array of available information was able to fulfill a lot of students' needs.

2022-2023 Impact Highlights:



Our in-house advocate, supported by our three-year Department of Justice grant to fund sexual violence prevention and victim services on campus, served more than

100 students

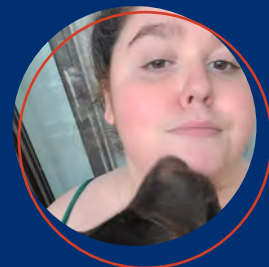
individually and through support groups.

Over



400 students

attended our **SEXPOpalooza** health fair, and our evaluation respondents rated the resources provided very highly.



Maggie Eby, MPH
(She/Her)
Student Advocate

I serve as the Student Advocate for Gender-Based Violence, which means I serve as a confidential (non-reporting) person to whom students can disclose domestic violence, sexual assault, stalking, and gender-based harassment or discrimination. In my work with students, I provide crisis intervention, campus and community resource coordination, and support through campus and community processes. When I'm not working directly with students, I assist in power-based violence awareness programs, run student-survivor support groups, and am on the campus Coordinated Community Response Team.

What is your favorite thing about working in the Mather Center?

I love the supportive environment that the staff creates, as well as the passion every person has for the Center's mission. It's invigorating to be in a workplace with people who care so much about their work.

What is your work must-have?

Snacks! That 3pm slump is best treated with chocolate.

Who is a woman who inspires you?

When in doubt, I think of what Ruth Bader Ginsburg would have done.



Marina Giannirakis
(she/her)
Director of Violence
Prevention and Response

I lead and manage a Department of Justice Office on Violence Against Women campus grant to improve our prevention efforts and increase our services to student survivors.

What is your favorite thing about working in the Mather Center?

I love getting to work with students. I love supporting them, but also working with them and seeing the passion they have to advocate for themselves and their friends. I also really enjoy working with my coworkers. We are all very passionate about the mission of the center and advancing gender equity.

What is your work must-have?

Coffee, good pens and notebooks, and access to windows to look outside!

Who is a woman who inspires you?

Robin Arzon, the vice president of programming and an instructor at Peloton Studios. She is an ultra-marathoner, a mom, and author, a lawyer and overall an extremely inspiring person. She grew up in New York City with immigrant parents who worked to put themselves and Robin through school. I took my first cycling class with her in 2018 and have been inspired ever since.

Gender Equity in STEM

2022-2023 Impact Highlights:

Students in the science and engineering organization WISER received more than

 **400 hours** of professional mentoring.



10 students

completed our entrepreneurship program, PRISE, resulting in **four projects**.

WISER

First created in 1990 as a faculty program before being reimagined as a student organization under the Mather Center in 2007, the Women in Science and Engineering Roundtable (WISER) offers networking and mentoring opportunities with CWRU faculty and staff as well as industry professionals. According to our 2022 research brief, women-identified students enrolled in STEM majors at CWRU at rates higher than national averages, suggesting the importance of supporting them through additional programming. WISER activities include the Engineers Week Lightbulb Drop, connections to K-12 students and even esteemed visitors, such as Hidden Figures author Margot Lee Shetterly (pictured right). In a 2018 survey, the majority of WISER participants were satisfied or very satisfied with all aspects of the program, from the opportunities to meet other women in STEM at all levels to the information they received about scholarships, research, and jobs/internships. But what they loved most? Almost exclusively, participants said it was either the people they met or the outreach/volunteer opportunities available—proving the spirit of helping others pervades this organization.

PRISE

The Program Rewarding Innovation in STEM Entrepreneurship (PRISE) was created in 2019 through an endowment from alumna Susan Friedman Klarreich, PhD (GRS '63, '74, education). Through this program, undergraduate women-aligned students build a startup throughout the year, learning the processes of entrepreneurship and innovation; designing a STEM-based solution to a problem; participating in workshops to learn how to succeed in entrepreneurship; and taking part in coaching with industry professionals. Respondents to the 2021-22 school year evaluation reported feeling very or completely confident in all measured aspects of entrepreneurship skills, and nearly all strongly agreed they had a grasp on the key learning outcomes. Central to their focus: Working with teams to develop new ideas.



Want to learn more about our WISER research? Scan the code to explore our findings.

STEM Allyship Training

The Mather Center works with Bowling Green State University to offer STEM Allyship faculty training. Through these workshops, faculty members learn about implicit and explicit gender biases and learn to train other faculty members on this topic.

eSTEAMed Scholars

Our women's K-12 initiative, eSTEAMed Scholars, gives hands-on learning opportunities to Cleveland Metropolitan School District students. For younger students, we provide one-off events during their school days, giving them STEAM experiences through the lens of gender equity. For older students—eighth grade through high school graduation—we work with a cohort model that creates pathways for Cleveland Metropolitan School District students to college. The students are paired with CWRU undergraduate students to provide mentorship and build a sense of belonging, while also gaining academic and social skills and critical consciousness to help them find success in college.



Danielle Jones, PhD (she/her)
Women in STEM Program Manager

I support women and others who are underrepresented in STEM. This involves working with student groups, engaging with faculty, and educating K-12 students.

What is your favorite thing about working in the Mather Center?

Getting to meet so many amazing students.

What is your work must-have?

Iced tea from Dunkin' Donuts

Who is a woman who inspires you?

Author Zora Neale Hurston.





Women's Coalition Organization Leaders

Women's Coalition

The Women's Coalition is a team of student organizations advised by, funded by or affiliated with the Mather Center. They cover a range of areas connected to women, feminism and gender equity on campus. Each year, these groups work together to sponsor Women's Week, putting on a variety of events during the last week of March.



Alexis Bell '23
Women's Coalition Founder



Ellen Kim '26
Coalition Secretary



Gabby Fabiano '25
Coalition President



PERIOD@CWRU

To raise awareness for menstrual health and help educate the campus about issues of period poverty and the stigmatization of menstruation, Period @CWRU holds two flagship events (PERIOD Fair and the Spring Speaker Event) annually. In addition, the group holds regular meetings as well as trips to the juvenile detention center to educate teens there about a wide variety of topics, including menstrual health, consent, healthy relationships and more!



Planned Parenthood Generation Action (PPGEN)

As advocates for access to safe and equal reproductive healthcare, sex positivity, and education for all, Planned Parenthood Generation Action hosts educational and activist events on campus. Students from this group joined Planned Parenthood staff in Washington, D.C., in January 2023 to meet with Ohio Congressional representatives.



Sigma Lambda Gamma

After four years and many hours of work, Sigma Lambda Gamma was officially founded in spring 2022, marking the first and only national multicultural sorority on campus. For Women's Week 2023, members invited Alberto Montero, MD, School of Medicine professor and director of the Breast Cancer Program at University Hospitals, to speak about breast cancer research. Breast cancer awareness is one of the philanthropies the sorority supports.



The Women's Network

The Women's Network is the largest collegiate women's networking organization in North America, working to cultivate and celebrate women's ambition by connecting members to industry leaders, professional development resources and career opportunities. The group organizes events such as LinkedIn workshops, networking gatherings, diversity, equity and inclusion presentations, and fundraisers offering inexpensive headshots.



The Feminist Collective

The mission of the Feminist Collective is to bring awareness to the many political, social, and economic issues women and other oppressed populations face in society today. While many believe that women's rights no longer need to be discussed, the truth is that many women and other groups still face subjugation, oppression, and discrimination. This not only affects women in society but cis-men, LGBTQ+ individuals, people of color, neuro-atypical, differently abled, and all others affected by oppressive sociocultural, political, and economic forces. By unmasking and bringing public awareness to the obstacles we face daily, we will fight to bring justice, equity, equality, and respect to all individuals on this campus.



Association of Computing Machinery – Women

The Association of Computing Machinery – Women promotes the professional development of women in the computing field through technical workshops, peer mentoring and inspirational talks by alumni. Their mission: to promote gender equity and develop an inclusive, connected community for women in the computing field.



WISER

Women in Science and Engineering Roundtable, more commonly known as WISER, promotes the inclusion and success of all Case Western Reserve University women pursuing science, technology, engineering, mathematics and medicine-related careers. WISER sponsors a variety of programs and events, including peer and professional mentoring, monthly meetings, social outings, field trips, service projects, and opportunities for professional and educational enrichment.



#MeToo CWRU

#MeToo CWRU is dedicated to reforming the rape culture in our community. #MeToo CWRU has three focuses. First, providing a foundation for survivors through a variety of implementations such as support groups and hotline(s). Second, hosting educational events pertaining to sexual assault/rape as well as the Title IX process. Third: Title IX. We will be working with the Title IX Office for reform, and providing survivors with the opportunity to access legal help throughout the Title IX process.

SHPE(tinas)

SHPEtinas is a program from Society for Hispanic Engineers National that strives to ignite Latinas in science, technology, engineering and mathematics. It focuses on increasing Latina representation at all levels of academic and corporate leadership.



Women in Science and Humanities Earning Doctorates (WISHED)

WISHED works to create a community of women doctoral students and candidates. Group members provide social and professional resources, tools for individual and collective development, and mentorship to undergraduate students.

**2022-2023
Impact Highlights:**



In three grant cycles, we awarded almost **\$45,000** to fund more than **30** different faculty, staff, and student research projects and professional development opportunities.



We launched our **journal** and began disseminating research on women's centers in higher education to the broader community.

The WELL: Women's Education Learning Lab and Mather Center Research

Research and scholarship have been core to the women's center goals since the first proposal was written. "The Women's Center will serve as an institutional umbrella for ongoing disciplinary and interdisciplinary research focus on women and gender," the proposal said, "particularly in CWRU's traditional strongholds of the health sciences, science, and engineering." Thanks to a generous three-year gift from Lillian Emmons, PhD (GRS '81, health science education; '89, anthropology), the Mather Center launched multiple significant research initiatives under the Women's Education Learning Lab, or "The WELL."

Research Grants

Our Mather Grants support research on feminism or gender equity, or research/personal development for women and gender minorities who are underrepresented in their fields. Since the grants' inception in 2020, we have funded more than 75 projects for nearly \$100,000 across eight cycles and SOURCE summer funding. We saw our largest applicant pool in Spring 2023 and are eager to receive and fund more projects in the future.

Among our spring awardees:

- 5 grants to individuals of minoritized racial/ethnic groups, including some international scholars
- 2 first-generation college students
- 3 scholars from low-income backgrounds
- 1 non-traditional college student (defined as beginning after the age of 25 or returning to undergraduate after a period of time off)
- 1 student also maintaining a full-time job
- 2 non-native English speakers



Journal for Women & Gender
Centers in Higher Education

Grant Recipient Spotlight: Amy Kurr

As a graduate student, Amy Kurr (GRS'23, macromolecular science) was awarded the Mather Center Research and Professional Development Grant three separate times—supporting the presentation of her work at the American Chemical Society conference in 2021 and at the KShow (the world's largest trade fair for plastics and polymers) and the American Society of Engineering Education conference in 2022. While at CWRU, she founded CWRU LIFT, a deadlift competition, and worked toward starting a women's powerlifting team. Now at University of Tennessee – Knoxville to complete her PhD, she has continued weightlifting and hit a lifetime personal record; founded a GradSWE (Society of Women Engineers) chapter; and had a research proposal ranked No. 1 on UTK's campus. Her passion and advocacy for women in both sports and engineering education has been a consistent staple of her graduate career, and we look forward to seeing more incredible things from her to come!



Amy (front row, center) with participants at the 2023 CWRU LIFT competition

Journal for Women and Gender Centers in Higher Education

This year, we accomplished a longtime goal of the center: establishing an academic journal for research on women and gender centers at colleges and universities. The journal will feature research from scholars from a variety of fields, showcasing the significant impacts these centers have on campuses, the unique programs they offer and the opportunities they provide to campus communities. The journal is open access, meaning the research is available to any interested parties without a paywall. Articles are released digitally upon completion of final proofs, with a print copy issued once a year.



Access the journal by scanning this code.



Hannah Regan, PhD (she/her) Assistant Director for Research and Evaluation

I do the internal evaluation of our center programs and administer our grants. I also conduct general research on gender equity and feminism and support our academic journal.

What is your favorite thing about working in the Mather Center?

Interacting with all the students who come in—they bring so much life to our space!

What are your work must-haves?

My whiteboards and Post-it notes!

Who is a woman who inspires you?

My grad school advisors who taught me to do academia on my own terms and helped me to get to my current role!

Postdoctoral Scholar Program

The Mather Center hosted its inaugural postdoctoral scholar in 2019, and three more amazing scholars have subsequently worked with the Center on our research and their own, bringing their unique skills to our community.



Shemariah J. Arki (she/they)

is an assistant professor of Africana studies and the director of the Center of Pan African Culture at Kent State University. Serving as the inaugural post-doctoral scholar for intersectional feminism at the Mather Center, Shemariah's experience included teaching (Pan)African Feminisms (WGST 352) and founding the Ellipsis Institute for Womxn of Color in the Academy. Originally named the Women of Color Series, a lunch-and-learn dialogue series produced by the Center for Women, Ellipsis Institute earned the 2019 Diversity Collaboration Excellence Award from Case Western Reserve University's Office for Diversity, Equity and Inclusive Engagement.



To learn more about Ellipsis, scan the QR code.



Emily Creamer

focuses on campus climate, workplace trauma and the critical nature of mentoring in her work. Following her postdoc with the Mather Center, she became a postdoc at The Ohio State University, working with the College Impact Laboratory. While at CWRU, she published a critical review of the TV show *Sex Lives of College Girls* with Director for Violence Prevention Marina Giannirakis in *Journal of Student Affairs Research and Practice*. She also published a book chapter in *Scholarly Inquiry in Academic Advising* and presented at the American College Personnel Association conference.



To read these articles, scan the QR codes.



Andrea Hauser

spent much of her time supporting the Mather Center's internal research, including compiling some of the data in this report. She chose to remain at CWRU following her postdoc and is the inaugural executive director of the President's Leadership Development program. In her time at the Center, she worked with Executive Director Angela Clark-Taylor, PhD, to write the "Status of Women and Gender Equity at CWRU" report and was the lead author on a research brief regarding WISER, both of which are available at case.edu/centerforwomen/research.



Jody Kunk-Czaplicki

started as the Mather Center's postdoc in February 2023. Her work looks at the impact of organizational and individual factors that impact student affairs professionals and, specifically, what contributes to burnout. Since starting at the Mather Center, Jody has contributed a great deal to the Mather College Oral History project and preparations for our 20th anniversary! She has also recently published her own articles in the *Journal of College Student Development* and the *Journal of College and University Student Housing*.



To read these articles, scan the QR codes.

Faculty Development and Support

In the initial proposal for a women’s center, committee members suggested its creation would help diversify the gender of campus faculty, which, in 2001, was well behind national averages. The center would provide leadership training for women faculty members and support their research through increased visibility and networking and collaboration opportunities. Today, the center has made progress toward many of these goals, including improved statistics on women faculty, support of faculty research through grant funding, and the development of the Women Faculty Leadership Development Institute.

Improvement in Representation of Women Among Faculty

In the committee’s initial proposal, they presented a table showcasing the statistics of women at each faculty ranking. This table is reproduced below, alongside 2023 statistics for CWRU and national statistics from the Integrated Postsecondary Education Data System (IPEDS) from 2021, the most recent year of publicly available data.

Percent of Women Faculty

Faculty Rank	2001 National	2001 CWRU	2021 National	2023 CWRU
Full Professor	19.7	12	35.9	24.2
Associate Professor	34	Not available	47.3	42.7
Assistant Professor	44.7	Not available	53.9	47.8
Non-Tenure Track*	51	48	57	62.8
All ranks	36	29	47.9	41

*Combines ranks of instructor and senior instructor at CWRU, and all instructor/lecturer positions from IPEDS for clarity.
Source: 2001 data from women’s center proposal; 2023 CWRU data from Office of Institutional Research; 2021 national data from IPEDS

It is clear Case Western Reserve has made great strides in the representation of women compared to its 2001 percentages. Women are approaching parity at all levels except full professor (which likely has a time lag waiting for the deficit at lower levels to close). However, CWRU is still below the national average in all categories except non-tenure track (NTT) faculty, which is generally a role in which women are highly represented, as they take NTT jobs to increase their work-life balance and support their families. Even in 2001, NTT faculty had gender parity, and the increased representation of women at these levels is likely not, overall, positive.

Nonetheless, women’s representation has improved, and this is a victory to be celebrated. The near-parity at the assistant professor level is particularly encouraging, as it suggests more women will move through tenure and promotion in the years to come.

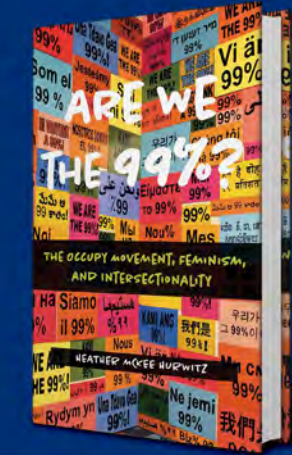
Support for Faculty Research

In fall of 2020, the Mather Center launched a research and professional development grant program that supports CWRU students, faculty and staff at all levels. Since its inception, our program has awarded over \$5,000 in support to seven women faculty members. Below, we feature some of the research these grants have supported.

School of Medicine Associate Professor **Clara Pelfrey** published “Breaking Through Barriers: Factors That Influence Behavior Change Toward Leadership for Women in Academic Medicine” in *Frontiers in Psychology* in 2022, along with Philip Cola, Joshua Gerlick, Billie Edgar and Sumita Khatri. This project is connected to evaluation research of CWRU’s School of Medicine’s FLEX Leadership Development Program, which is closely related to the Mather Center’s WFLDI program. Their work has also been presented at two national conferences, featured in a Think Tank, and won CWRU’S School of Medicine Scholarship in Teaching Award.

Using Mather funds to cover article processing charges, Associate Professor of Biology **Claudia Mizutani** published her article, “The epithelial polarity genes *frazzled* and *GUK-holder* adjust morphogen gradients to coordinate changes in cell position with cell fate specification,” in *PLOS Biology*, with co-authors Yongqiang Xue, Aravindan Krishnan, Juan Sebastian Chahda, Robert Allen Schweickart, and Rui Sousa-Neves.

Heather McKee Hurwitz, Project Staff Researcher in the Department of Hematology and Medical Oncology at the Cleveland Clinic Taussig Cancer Center, used Mather funding for various costs related to the publication and promotion of her book, *Are We the 99%: The Occupy Movement, Feminism, and Intersectionality*, which was published in 2020 by Temple University Press.



Women Faculty Leadership Development Institute

Since its launch in 2012, just before the center’s 10th anniversary, 150 women faculty from 51 departments have completed the Women Faculty Leadership Development Institute (WFLDI). Initially, WFLDI consisted of two parts: *To Tenure and Beyond* and *What’s Next*. The *To Tenure and Beyond* program was so successful that it is now a university-wide program for second-year tenure-track faculty of all genders. Today, the Mather Center runs the *What’s Next?* program, which targets post-tenure (associate or full professor) women faculty to help them determine the next steps in their career paths. The most recent evaluation data from *What’s Next?* was uniformly positive, with most participants scoring every aspect of all three sessions at the highest possible level.

2022–23 Impact Highlights:



7 faculty members completed the Women Faculty Leadership Development Institute.

We hosted the first **Future Faculty Fellows program**,  which brought six future or junior women faculty members to learn about the academic job search and their first few years as faculty.



Angela Clark-Taylor (she/her)
Executive Director

I provide overall leadership and administration of the center, including supervising staff and students, managing resources, providing university leadership in matters pertaining to women, and creating and overseeing programs related to women and gender equity issues for students, staff, faculty, alumni, and community members. In addition, I advise university partners regarding policies related to women and gender equity issues, oversee community outreach, and engage in ongoing development efforts to secure individual gifts, endowment funding, grants, and corporate sponsorship.

What is your favorite thing about working in the Mather Center?

The Women's Center Education Learning Lab (The WELL), where we collaborate with students, staff and faculty as well as external evaluators, practitioner-scholars and researchers to develop interdisciplinary action research and disseminate information on best practices to improve the practice of our and other women's and gender equity centers in higher education.

What are your work must-haves?

A pair of statement earrings.

Who is a woman who inspires you?

It is impossible in the work I do to pick one inspirational woman; I am most inspired in my work by the way the Mather Center staff work passionately every day to empower students, staff, faculty, alumni and community members to continue to advance equity and inclusion in higher education. I learn so much from each of their individual examples as well as their cooperation in our collective efforts.



Women Faculty Senate members, planners of WIN (top), faculty enjoying our welcome mixer in Fall 2022 (bottom left), Future Faculty Fellow attendees (bottom right)

Future Faculty Fellows

In June 2023, CWRU and the Mather Center hosted the first Future Faculty Fellows program, which is designed for future and junior women-aligned faculty to prepare for faculty roles. This program allows them to meet Cleveland-based faculty, engage in professional-development workshops to prepare for their career search, and tour Cleveland neighborhoods.

Act III

The Act III group, a longtime staple of Mather Center programming, likely held its last meeting in 2019 when the COVID-19 pandemic made it difficult for members to meet. This group brought together women faculty and staff members nearing retirement for discussions and speakers related to issues that would face them in the next phase of life, such as health, financial planning and emotional concerns.

HIGHER

The HIGHER conference series brings women across higher education together to discuss and advance women's participation in senior leadership roles at their institutions. The summit allows women to build networks and acquire resources that will help them reach senior leadership positions. HIGHER was founded by Wisr, a Cleveland-based, women-led company that was recently acquired by EAB. In 2022-2023, we organized summits at Kent State University, North Carolina State University, and the University of Rochester.

Women In Networks

Women in Networks (WIN) is a series sponsored by the CWRU Faculty Senate Committee on Women Faculty and the Office of Faculty Development to provide women faculty members opportunities for mentorship, dialogue and socialization. The three workshops brought together 30 to 40 faculty members per session to discuss topics related to semester planning, promotion and tenure, and thriving in the academy.



Natalie Jemiola (she/they)
Operations Manager

I provide administrative support to Mather Center staff, which offers me a chance to learn from and assist my colleagues with our advocacy services, education programs and social events. I am also often the first point of contact for Mather Center visitors and relish helping both members of CWRU and our wider community connect with the resources they need.

What is your favorite thing about working in the Mather Center?

I enjoy having a broad scope of responsibilities that allow me to work and collaborate with fellow staff members, faculty and students to foster a safe community space on the CWRU campus and cultivate gender equity through the center's programs and initiatives.

What are your work must-haves?

My Steven Universe mug always puts a smile on my face (especially when it's filled with coffee or tea).

Who is a woman who inspires you?

While I have been inspired by many women throughout my lifetime, Dorothy Salem, a faculty member at Cuyahoga County College, has been my most significant mentor and role model. I learned so much as a student in her African American history and women's studies classes, and she has continued to provide me with knowledge, guidance and opportunities that have helped me thrive both professionally and personally for nearly two decades.



Staff Development and Support

Women Staff Leadership Development Institute (WSLDI)

The Mather Center developed the Women Staff Leadership Development Institute (WSLDI) in 2008 as a program to equip women staff members with the tools they needed to lead. WSLDI is a year-long, 80-hour program offering women staff an opportunity to enhance and energize leadership and career-development skills through education, coaching and professional networking. WSLDI participants work to grow their confidence to make effective career decisions and advance toward their goals. To achieve this, they develop a deeper awareness of themselves as leaders and of the diverse needs of others in leading, a greater understanding of the impact of institutional context, and an ethic of service as a change agent within higher education. Throughout the program, participants receive a 360-degree evaluation, a learning style assessment, a career development plan, updated professional documents and an executive leadership certificate.



WSLDI Class of 2023

2022-2023 Impact Highlights:



7 participants

completed the Women Staff Leadership Development Institute. At the end-of-year celebration, all of them reflected thoughtfully on both the importance of the cohort in their lives and their sense of personal development. Many also thanked their coaches for their support.



After receiving no funding applications from staff in the previous two years,

5 staff members

applied for—and earned—our grants this year

WSLDI by the Numbers

155 women
from 60+ departments
completed the program

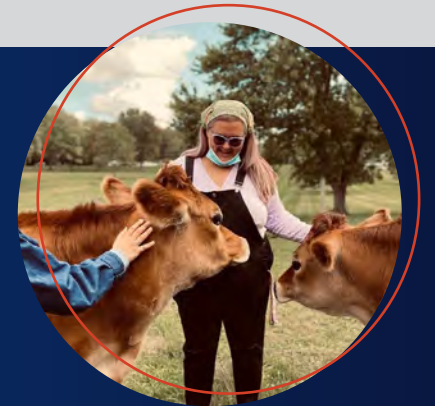
~ 2/3
of participants
are *still employed* at the university

50% +
of respondents
reported *new leadership roles*
on or off campus

57%
of participant survey respondents
reported improvements in *job positions, salaries and personal fulfillment*

14 respondents
pursued additional education, including master's and doctoral degrees and coaching or diversity, equity and inclusion certifications

WSLDI alumnae remain incredibly involved in many ways, such as helping select the next cohort of participants, becoming coaches or simply staying in touch with their cohort members long after graduation. The cohort experience is often reported as one of the most beneficial elements of the WSLDI program, which helps achieve a key Mather Center goal: creating community and collaboration among women staff. We look forward to celebrating the 15th anniversary of WSLDI alongside the Mather Center's 20th anniversary this year!



Sam Motes
(she/they)
Education
Program Manager

My job as the education program manager includes centering student voices to promote prevention and create a culture of care surrounding consent, healthy relationships, bystander intervention and gender equity.

What is your favorite thing about working in the Mather Center?

The warm and welcoming environment the physical space brings as well as seeing the students who utilize the space every day have somewhere to go where they feel safe and able to express themselves comfortably.

What is your work must-have?

The Studio Ghibli Nature Scene Loop that I play on my monitor while I work, the snacks (gotta nourish to flourish), and the ever-evolving Google Calendar that helps me stay on track.

Who is a woman who inspires you?

There is no one singular woman who inspires me but rather groups of women who, despite the patriarchal systems we exist within, are still experiencing radical joy, love, resistance, etc. There will never be the erasure of Black trans women, sex workers, immigrant women, indigenous women, sapphic women, working women, and so many others who exist despite everything.

Women of Achievement Awards



2013 Awardees

Daniela Calvetti, College of Arts and Sciences
Nicole Seiberlich, Case School of Engineering
Carol M. Musil, Frances Payne Bolton School of Nursing
Amy Blank Wilson, Jack, Joseph and Morton Mandel School of Applied Social Sciences
Catherine A. Demko, School of Dental Medicine
Sharona Hoffman, School of Law
Sudha Iyengar, School of Medicine
Silke Forbes, Weatherhead School of Management



2015 Awardees

Jazmine Kirkland, undergraduate, College of Arts and Sciences
Shanina Knighton, graduate student, Frances Payne Bolton School of Nursing
Agata Exner, School of Medicine
Judith Lipton, School of Law
Naomi Sigg, Office of Multicultural Affairs
Molly Watkins, Center for International Affairs



2017 Awardees


Roulin Zoe Yang, undergraduate student, College of Arts and Sciences
Vanessa Van Doren, professional student, School of Medicine
Kristian E. Baker, School of Medicine
Lee Anne Thompson, College of Arts and Sciences
Sheila Pedigo, Office of the Provost
Lisa Camp, Case School of Engineering



2019 Awardees

Delaney Jones, undergraduate student, College of Arts and Sciences
Alice Jiang, professional student, Frances Payne Bolton School of Nursing
Susann Brady-Kalnay, School of Medicine
Jaclene A. Zauszniewski, Frances Payne Bolton School of Nursing
Heather E. Burton, Office for Inclusion, Diversity and Equal Opportunity
Rachel Lovell, Jack, Joseph, and Morton Mandel School of Applied Social Sciences

Due to COVID-19, the 2021 awards were presented virtually. The 2021 awards were also unique as they represented the first year in which the Mather Center Executive Director Angela Clark-Taylor gave the Status of Women and Gender Equity lecture.



View the awards and the lecture from Dr. Clark-Taylor using the QR code.

2021 Awardees

Jessica Salley Riccardi, graduate student, College of Arts and Sciences
Joy Mason, undergraduate student, Weatherhead School of Management
Jennifer Carter, Case School of Engineering
Damaris Puñales-Alpizar, College of Arts and Sciences
Michelle Corcoran, College of Arts and Sciences
Daniela Solomon, Kelvin Smith Library

“Notable Woman of the Year” Recipients:



2013

Patricia B. Kilpatrick (FSM '49; GRS '51, physical education), Vice President and University Marshall Emerita



2017

Susan Friedman Klarriech (GRS '63, '74, education), advocate for women in STEM and funder of the PRISE program



2019

Lillian Emmons (GRS '81, health science education; '89, anthropology), longtime supporter of the Women's Center and founder of the everyWoman campaign in Cleveland



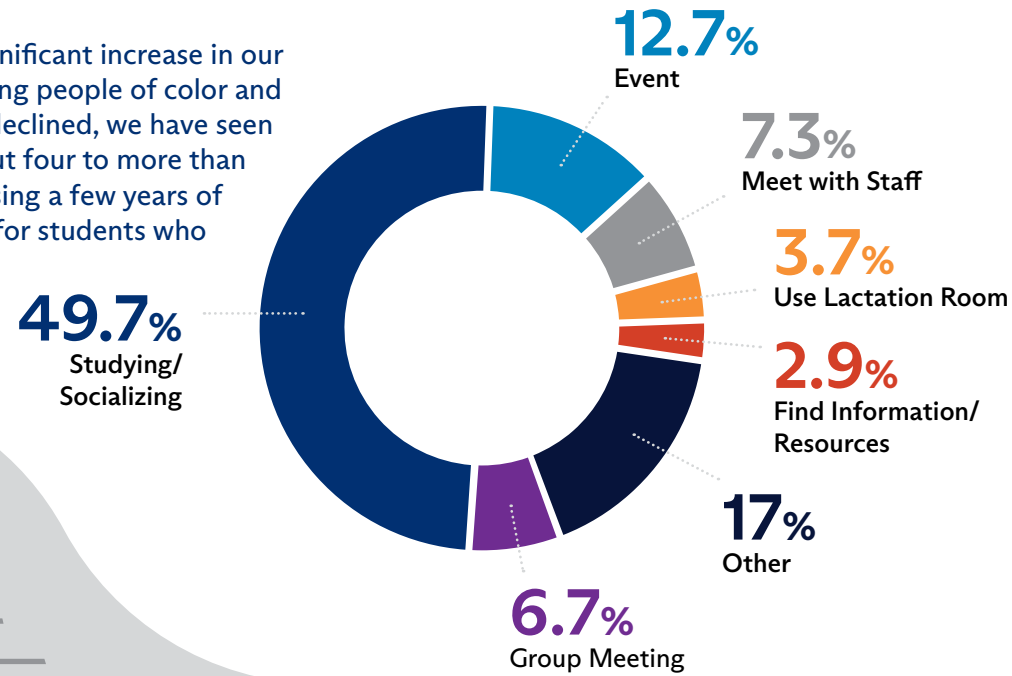
2021

Alexandria Johnson Boone, president and CEO of GAP Communications, chairwoman and founder of the Women of Color Foundation, and founder of C. L. Magazine

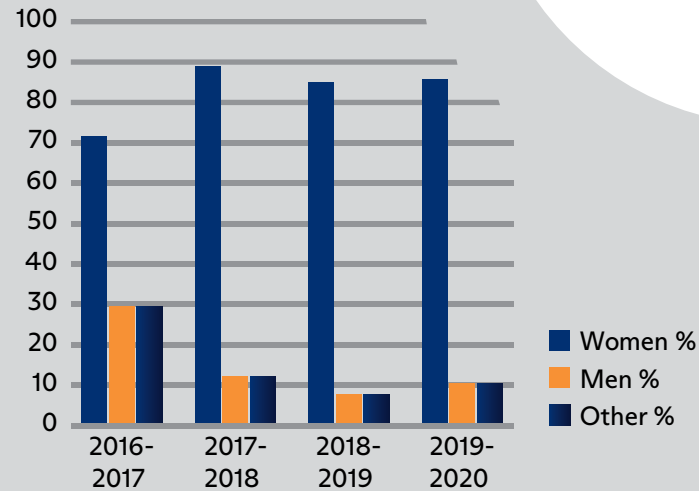
The Mather Center Space

The Mather Center moved to the brand-new Tinkham-Veale University Center in 2014. Thanks to the tireless advocacy of then-director Dorothy Miller, who maintained our need for an expanded and welcoming facility, our space in the “Tink” contains staff offices, a conference room, and large “living room” where you can often find students spending time during the day and holding events in the evening.

Over the years, we have seen a significant increase in our number of visitors, especially among people of color and men (though the percentage has declined, we have seen an increase in numbers, from about four to more than 100). Please note: This data is missing a few years of information, and it only accounts for students who “swipe in” to the center.

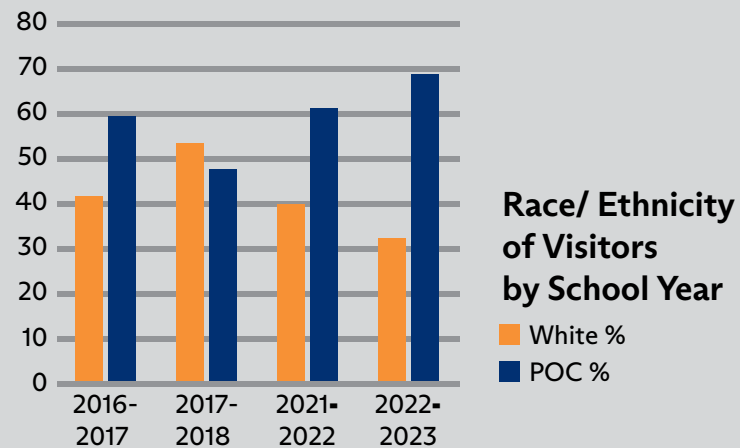


Gender of Visitors by School Year

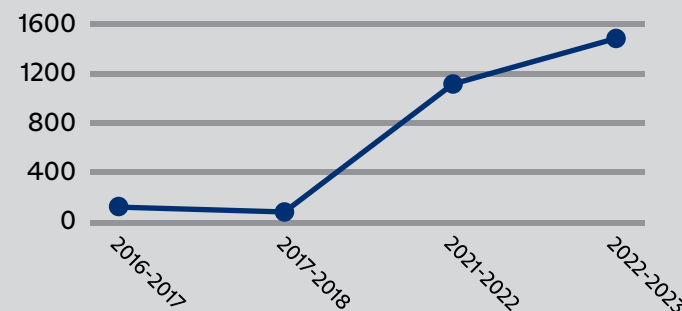


Mather Mingle

Mather Mingle was social programming specifically for women of color, mainly students but also open to faculty and staff. The events happened once a month, where they did activities such as jewelry making or scrapbooking.



Number of Visits to the Mather Center by School Year



Note: Data was not collected for a period of time while we determined how to collect anonymously, to protect the privacy of those visiting the confidential advocate, and then due to limited access to the Center during the COVID-19 pandemic.

Note: Only two categories used to protect privacy.

Community Advisory Board Members

Chris Ash (FSM '72, MGT '81)
 Alexandria J. Boone
 Kathryn Bryan, PhD
 Maria J. Cashy
 Jennifer Davis
 Fatima Karriem
 Lynn Heiligenthal-Showalter
 Jessica L. Malone
 Audrey Morris
 Neeti Sundaresh

Honorary Members
 Susan T. Berlin (LYS '67)
 Lynne B. Alfred-Hanson (LAW '76)
 Beth Embrescia (SAS '94)
 Lillian Emmons, PhD (GRS '81, '89)
 Edith Fellingner Hirsch (FSM '59)
 Ka-Pi Hoh, PhD (CIT '84; GRS '87, '89)
 April Galda Joyce (MGT '99)

Kathryn Karipides (GRS '59)
 Patricia Kilpatrick (FSM '49, GRS '51)
 Sue Friedman Klarreich, PhD (GRS '64, '73)
 Deb Nash (GRS '75)
 Susan Troia (FSM '65)
 Sandra Vodanoff (FSM '59)
 Christina Welter, DrPH (CWR '98)



Erika Howard (she/her)
 Associate Director of Programs

I lead a variety of programs aimed at faculty, staff and students, such as leadership training, professional development programs and entrepreneurship. I also do the Mather Center's large-scale and social events.

What is your favorite thing about working in the Mather Center?

Getting to see connections being made in real time, whether that's between people, content or something in between.

What is your work must-have?

Our blue wheelie cart—I'm constantly bringing stuff around for events/abling, grabbing catering, etc., despite its squeaky wheel. It's become my BFF in the office.

Who is a woman who inspires you?

Civil rights activist Annie Pearl Avery and all the other women of Student Nonviolent Coordinating Committee.

Thank you to our donors for the last 20 years!

Over \$500,000

Flora Stone Mather
Alumnae Association

\$100,000-\$499,999

Estate of Frances K. Bradner
Lillian Miller Emmons, Ph.D., R.D., L.D.
Susan Friedman Klarreich, Ph.D.
PPG Industries Foundation

\$50,000-\$99,999

The Estate of Joan Clark White

\$10,000-\$49,999

Ms. Lynne B. Alfred-Hanson
George N. & Roma Aronoff Phil. Fund
Mrs. Roma Cohen Aronoff
Mrs. Mary Ann Carlson
Case Alumni Association
Ms. Maria Jean Cashy
Estate of Alfred M. Cheselka
Dr. Jeanette Grasselli Brown
Mrs. Kathleen Ann Heffernan
Estate of Ms. Barbara F. Hinebaugh
Edith F. Hirsch Philanthropic Fund
Ms. Edie F. Hirsch
Ms. April Galda Joyce
Ms. Kathryn Karipides and Mr. David N. Browns
Mrs. Betsy H. King
Ms. Virginia Edwards Lovejoy
Lubrizol Corporation
Mr. Robert L. Oldenburg
Mrs. Enid A. Sharpe
Mrs. Susan Troia
Eugenia Poporad Vanek, Ed.D.
Christina Rose Welter, DrPH

\$5,000-\$9,999

Chris Ambrose and Timothy D. Ash
Estate of Mrs. Sylvia Eisner Borkat
Mrs. Sue Bosland
Estate of Mr. Robert W. Broge
Case Alumni Association
Cleveland Foundation
Mrs. Barbara Collin
Columbus Foundation
Elizabeth Ann Embrescia, M.S.S.A., L.I.S.W.
Dr. Lothar Finke
Friedman-Klarreich Family Foundation
Mrs. Kathleen Brain Fuller
GE Lighting
GE Volunteers Foundation
Goldman, Sachs & Co.
Jewish Federation of Metropolitan Chicago
Estate of Mrs. Patricia Baldwin Kilpatrick
Samuel Krislov, Ph.D.
Mrs. Carol F. Lader
Ms. Marta Jo Lawrence
Lubrizol Foundation
Ms. Mariam C. Noland

Carole Rogel Poirier, Ph.D.
Dr. Melvin S. Rosenthal
Dr. Miriam Rosenthal
Barbara R. Snyder, J.D.
Ms. Mary J. Sturgis
Mr. Anthony R. Troia

\$2,500-\$4,999

Mrs. Warren M. Anderson
The Benevity Community Impact Fund
Elizabeth Sarah Biegelsen, M.D.
Estate of Janet R. Brown, Ph.D.
Ms. Kathryn J. Bryan
Kathleen R. Buse, Ph.D.
Cleveland Clinic
Cliffs Foundation
Mrs. Judith A. Embrescia
Fidelity Charitable Gift Fund
Elaine Harris Green
Ms. Jenifer M. Halliday
Ms. Karry McMillin Hatch
Mr. Charles W. Hazle
Mrs. Mary Ann Hazle
Margaret I. Lomax, Ph.D.
Ms. Heather Long
Mrs. Jeannine J. Love
Parker Hannifin Foundation
Brendan Moloney Patterson, M.D.
Elizabeth Nash Patterson, M.D.
Ka-Pi Hoh, Ph.D.
Planned Parenthood of Greater Ohio
Yvonne Shade-Zeldow, Ph.D.
Alexandra Skidmore, Ph.D.
Ms. Sophie Sureau
Mrs. Mary K. Sutter
Mrs. Jill Miller Zimon

\$1,000-\$2,499

Richard M. Adler, Ph.D.
Ms. Joan H. Ainsworth
Mr. Philip Alexander
Ms. Linda Alexander
Janet A. Anderson, Ph.D.
The Warren and Lillian Anderson Charitable
Gift Fund
Ms. Patty Babcox
The Blackburn Giving Fund
Mr. and Mrs. Dennis A. and Madeline R. Block
Dr. Linda Burnes Bolton
Chief Judge Susan G. Braden
Mrs. Marilyn Branco
William E. Bruner, II, M.D. and Mrs. Susan
Fraser Bruner
Ms. Florence Burmeister
Anne O'Brien Carelli, Ph.D.
Mrs. Kathleen Lybarger
Browning Ceicys
Christine Cowan-Gascoigne, LISW-S
Mrs. Susan Geiger Danford
EdLab Group Foundation
Estate of Mrs. Mary Eitzen
Ms. Katie Emerson
FC Facilitator LLC
Mrs. Kay Wagner Fisher

Joan M. Flanigan, M.D.
Mr. C. Henry Foltz
Ms. Caryn Foltz
Ms. Deborah S. Freedman
Richard K. Fuller, M.D.
Ms. Beth Galinsky
Mrs. Catherine Garea
Faye A. Gary, Ed.D., R.N., F.A.A.N.
Ms. Phyllis Asquith Gary
Ms. Pat E. Gavac
Julie Louise Gerberding, M.D., M.P.H.
Global Atlantic Financial Group
Mrs. Laura Chesney Gockel
Estate of Dr. Naomi F. Goldsmith
Mrs. Judith Makoff Goodman
Mrs. Charlotte R. Guggenheim
Estate of Mrs. Lainie Hadden
Marlene E. Haffner, M.D., M.P.H.
Ms. Lynn V. Heiligenthal-Showalter
Emina Hui-na Huang, M.D.
Joan Hulburt
Mr. Robert A. Kempe
Uma Kher
Ms. Karin Klarreich
Ms. Kathie Klarreich
Ms. Katie Leitch
Hal and Barb Leitch
Edith Lerner, Ph.D.
Lynn Lotas, Ph.D., R.N., F.A.A.N.
Mrs. Kathleen R. MacEwan
MAI Capital Management LLC
Mrs. Marsha Perry Mateyka
Ms. Lola Meek
Mrs. Violet Czeney Meyer
MIM Software Inc.
Ms. Linda K. Moore
Ms. Susan Brooks Murphy
Genevieve K. Murtaugh
Museum of Science, Inc.
Mrs. Deborah H. Nash
Mrs. Ruth M. Ness
Mrs. Gene B. Phillips
Phyllis L. Pirie, Ph.D.
Prudence Bilutan Randall, Ph.D.
Mrs. Janice R. Rogers
Dr. Ellen Rothchild
Mrs. Lana Korey Rouff
Howard E. Rowen, Jr., M.D.
Laurel Schauer Rowen, Ph.D.
Sandra Russ, Ph.D.
Mr. Harvey M. Sachs
Evie Kahn Safran
Lynn Twarog Singer, Ph.D.
Ms. Sally Staley
Stifel Charitable Inc.
Neeti Sundaresh
Thompson Hine LLP
Estate of Kenneth M Treadwell
Vanguard Charitable
Endowment Program
Wolfort Family Foundation
Mrs. Leeanne Musser Wright
Zinner & Co. LLP
Ms. Rebecca Ann Zuti

\$500-\$999

Excel Corporation
Mr. Jeffrey Scott Apgar
Mrs. Alice L. Bader
Ms. Dorothy Skoch Barufaldi
Mrs. Barbara S. Beck
Mr. Jules Belkin
Phyllis W. Benjamin, M.Ed.
Susan T. Berlin
Marjorie Katz Berman, Ph.D.
Ms. Alexandria Boone
Mrs. Barbara Udelf Braun
Breakfast Club of America, Inc.
Mrs. Carole Miller Broome
Mrs. Ellen Shapiro Buchwalter
Mrs. Barbara Welsch Burrows
Mr. Richard Cahoon
Case Western Reserve Women's Club
Ms. Kathleen E. Clark
Diana Young Cole
College Now Greater Cleveland Inc.
Hazel Cramer, Ph.D.
Mr. James L. Cunningham Jr. and Mrs.
Carolyn Bayless Cunningham
Mrs. Jennifer Davis
Ms. Deborah Lynn Davis
Mrs. Margaret Desmond
Mrs. Emily D. Edelstein
Mrs. Hermine Eisen
Mr. & Mrs. James Embrescia
Heather Roulston Ettinger
Mary Major Fanning, M.D., Ph.D.
Fidelity Investments Charitable Gift Fund
Ms. Nancy Fink
Ms. Linda R. Frank
Mrs. Jane S. Gammell
Estate of Mrs. Molly Goodman Genuth
Ms. Eugenia C Glow
Ms. Allison R. Grealis
Ms. Sheila Greenbaum
Ms. Sally Gries
Mrs. Carol J.P. Griffith
Estate of Mrs. Ethel N. Grip
Ms. Jennifer Margaret Hall
Ms. Diane E. Herr
Mrs. Dianne Liddell Hunt
Patricia V. Adler Ingram, Ph.D.
Mrs. Barbara C. Itzkowitz
Mrs. Kay Print Janney
Jewish Federation of Greater Philadelphia
Ms. Michael Anne Johnson
Mrs. Ellen E. Kahn
Mrs. Judith Kaufman
Mrs. Nancy S. Kay
Mrs. Alberta Lantz Kelvie
Klarreich Family Gift Trust
Ms. Susan E. Klein
Jill Carter Knuth
Ms. Betsy J. Kohn
Noreen Koppelman-Goldstein, Esq.
Mrs. Kathryn M. Kosiorek
Jeanne Lackamp, M.D.
Richard S. Lang, M.D.
Ms. Marcella Marsh Langman
Elizabeth B. Lawrence

Gil Lowenthal, M.D.
Mrs. Suzanne Luria
Kristen Denise Manter, M.D.
Mr. and Mrs. E. Frederick Manter
Mrs. Laura Sawyer Mateyo
Anne L. Matthews, M.D., FACMG
Ms. Deborah McColloch
Mrs. Janet Ball McGaw
Mrs. Ellen S. Meyers
Andre K. Mickel, D.D.S., M.S.D.
Mrs. Marianne Dale Moon
Shirley Mason Moore, Ph.D.
Audrey & Michael Morris
Mrs. Linda M. Morris
Betty Harris Murphy
Mrs. Barbara H. Nahra
The Hon. Joseph J. Nahra
Ms. Theodosia Burr Neal
Ms. Rona Newmark
Ms. Mary L H Nixon
Mrs. Barbara M. Noeth
Ms. Krissy Novotny
Sherri Oden, Ph.D.
Mrs. Joanne Ritondaro O'Malley
Mrs. Patricia Patton
Marilyn Sanson Pecsok, Esq.
Judith Pfeffer-Hurwitz, M.D.
Ms. Marcia Snavely Polyak
Estate of Mrs. Mary Schick Rawlings
Ms. Carol Barr Renner
Mrs. Margo A. Rosenfeld
Mrs. Noha N. Ryder
Dr. and Mrs. James E. and Betsy K. Sampliner
Schwab Charitable Fund
Ms. Susan L. Schwarz
Mrs. Vivien Rubin Sevin
The Dancing Sheep
Cleveland Consignment Shoppe
Ms. Patricia Ann Speelman
Mrs. Joan Goodman Spetter
Ms. Virginia Carol Stella
Mrs. Merle B. Stern
Mrs. Judy Strauss-Schwartz
Mrs. Paula Jean K. Stumph
Mrs. Winifred S. Stutz
Ms. Elaine P. Swiler
Mrs. Glenna McDowell Thompson
Jane E. Thompson, Ph.D.
Estate of Mrs. Emrie Thoresen
Mrs. Katherine A. Torgerson
Carolyn Truesdell
Mrs. Elizabeth C. Valentine
Vanguard Charitable
Mrs. Claire Booher Velzy
Rev. Dr. Susan K. Ventura
Mrs. Sandra M. Vodanoff
Mrs. Suzanne Weiner
Ms. Kimberly Mae Wiefling
Ann Elizabeth Woerner
The Women of Color Foundation
Yourcause, LLC Trustee for Parker Hannifin
Foundation
Mrs. Dorothy M. Zanetti

\$100-\$499

Accurate Precision Fasteners Corporation
Mrs. Charlotte Agrast
Ms. Alison Al-Bawab
Mrs. Judith Greene Albert
Ms. Ingrid Anderson
Ms. Ann Bernsdorf Andrew
Mrs. Deborah C. Apple
Mrs. Jolene Weinstein Appleman
Mrs. Lora E. Armstrong
Ms. Gail Arnoff
Ms. Alexandra K. Ash
Ms. Heidi Asplin
Paula Vivian Atwood, L.I.S.W.,M.S.S.A.
Mrs. Marcie Birnberg Austen
Ms. Amy Joan Backus
Ms. Mindy Baierl
Ms. Kathryn E. Baltz
Sharon R. Bannister, D.D.S., M.S.
Mrs. Virginia Nord Barbato
M. D. Barkley, Ph.D.
Ms. Lois Riggs Barnes
Carolyn Bates, Ph.D.
Karen Beckwith, Ph.D.
Ms. Rachel E Begley
Ann Metcalf Belanger, Ph.D.
Mr. Piotr Belina-Brzozowski
Ms. Jamie Belkin
Ms. K. Grace Bell
Andrea H. Beller, Ph.D.
Ms. Ruth E. Bernard
Mr. Prakash N. Bhupali
Mrs. Robert M. Biggar
Diana Bilimoria, Ph.D.
Ms. Karen Blatnik
Paula Leslie Bloch
Ms. Deborah L. Bobrow
Ms. Alexandria J. Boone
Mrs. Judith E. Botnick
Mrs. Christine F. Branche
Mrs. Donald R. Brauning
Ms. Meghan M Brennan
Ms. Theresa M. Bridge
Bridgestone Americas Tire Operations LLC
Miss Florence Brofman
Ms. Sheila Brown
Ms. Valerie G. Brown
Dr. Robert W. Brown
Ms. Dorothy E. Broz
Mrs. Joan Linn Brutsche
Anne M. Bryden, Ph.D.
Ms. Bonnie G. Buchanan
Kathryn M. Burdette, Ph.D., Ed.D.
Mrs. Charlotte Burgin
Melissa Kendall Burrows, Ph.D.
Valbona Bushi, C.P.A.
Hon. Annette Garner Butler
Mrs. Stephen Butzko
Mrs. Mary J. Cahill
Mrs. Alice Helene Cairns
Mrs. Ellen J. Caldwell
Margaret Callahan, Ph.D.
Ms. Carol Anne Caputo
Card Palmer Sibbison & Company
Ms. Marjorie Jane Carlson
Lavenia Carpenter
Ms. Joy Jocelyn Carrigan
Linda G. Carter, Ph.D.
Susan Schick Case, Ph.D.
Ms. Catherine Cerulli
Mrs. Barbara C. Ceryak
Ms. Sanna Chen
Mrs. Janet Chernin
Ms. Sarah K Chernoff
Chevron Matching Employee Funds
Ms. Lisa Alberta Chiu
Ms. Jennifer Ann Cimperman
Angela Clark-Taylor, Ph.D. and Mr. Paul Taylor

Corinne Coen, Ph.D.
Malcolm Norman Cooke, Ph.D.
Mrs. Elizabeth Coolidge
Julie Zekany Coon
Maria A. Crea-Smith, M.D.
Ms. Lynnette Jackson Crenshaw
Mrs. Alice Call Croydon
Emily and Robert Culp
Ms. Anne Cunningham
Ms. Janet S. Curry
Ms. Linda S. Cutler
Ms. Charity D'Amato
Mrs. Sydna W. Davis
Ms. Nancy S. Dellheim
Catherine Demko, Ph.D.
Mary Jane Dinneen, M.D.
Mr. Joseph Patrick Discenza
Ms. Carol Dolan
Mrs. Susannah Doman
Domestic Violence & Child Advocacy Ctr
Greer Donnalley
Mr. Daniel Ducoff
Ms. Rebeccca Dunn
Mrs. Kathleen France Dunn
Nancy L. Dunn, M.D.
Ms. Nadine Eames
Mrs. George F. Eaton
Ms. Laura Eberth
Mr. Carl Eberth
Ms. Lauren C. Von Eckartsberg
Mrs. Sibyl Eigner
Mr. S. Stuart Eilers
Mrs. Sarah Sapir Eisen
Mrs. Judyth K. Eisen
Ms. Chastity Embrescia
Ms. Megan Embrescia
Mrs. Mary Emerson
Mr. Robert John Entenman, Sr.
Mrs. Catherine Epstein
Ms. Alice Erber
Mrs. Barbara Barch Erickson
Ms. Kay Marie Fallon
Mrs. Ethel H. Farny
Marge Fear
Steve and Mary Weatherhead Feldman
Ms. Lauren Rich Fine
Ms. Jill Pretzfeld Fink
Dr. and Mrs. James C. Finley
Ms. Molly Emmons Fleischman
Miss Elizabeth J. Fleming
Ms. Cindy Flynn
Ms. Amanda Flynn
Mrs. Carmen Fontana
Miss Sarajane Foster
Mrs. Marsha Wallof Frauenthal
Michele Y. Freeman, M.D.
Susan Freimark
Susan T. Frey
Mrs. Margaret Friedman
Mr. & Mrs. David C. Fulton
Ms. Margaret Fulton-Mueller
Mrs. Phyllis Carpenter Gallagher
Ms. Anna Gallos
Ms. Monica-Kaye Gamble
Ms. Gail L. Gans
Mrs. Laura Lee Garfinkel
Ms. Maura E. Garven
Jean B. Gasen, Ph.D.
GE Fund
Ms. Julie Ann van Gelder
Ann Judith Gellis
Mrs. Nancy Geltzeiler-Goldstein
Ms. Deanna Marie Gentile
Joyce Koury George, Ph.D.
Carol Knoble Gerber, M.A.
Andrea K. Gero, Ph.D.
Mrs. Eleanor Epp Gilbert
Mrs. Leah S. Gilbert
Mrs. Nancy F. Gimbel
Neal I. Gimbel, M.D.

Mrs. Nan S. Gisser
Susan Frellick Goekler, Ph.D.
Mrs. Shirley Masser Goldstein
Ms. Carolyn Goldstein
Ms. Baila B. Goldstein
Mr. David Gotwald
Ms. Katie W. Green
Mrs. Eudice R. Greenfield
Mrs. Lois C. Greenwood
Mrs. Margaret B. Gregory
Gries Financial LLC
Mrs. Julie Anne Griesinger
Mrs. Barbara M. Grimm
Ms. Jean E. Gubbins
Mrs. Irene R. Gunther
Ms. Carolyn L. Haack
Mrs. Barbara Jean Haas
James A. & Diane C. Hall
Mrs. Edna Franz Hamlin
Mrs. Shirley M. Hanks
Marguerite Izso Harkness, C.P.A.
Ms. Miriam Posner Harris
Barbara T Harris-Johnson, Ph.D.
Mrs. Shirley Harry
Mr. Jonathan C. Hatch
Ms. Cathy Hattenbach
Ms. Judith B. Hauser
Mrs. Alyson Dulin Ware Hellman
Mrs. Maria Giuffre Helmerich
Mrs. Marjorie H. Henderson
Ms. Leslie Herbert
Ms. Cena Danielle Hilliard
Mr. and Mrs. Christopher P. and Martha Hitchcock
Dan & Glenda Hoagland
Mrs. Sally Hollington
Mrs. Adeline Schirripa Holt
Karen R. Horowitz, M.D.
Mrs. Leah Gressel Horwitz
Mrs. Gay Smith Hunter
Carrolyn K. Iwamoto, Ph.D.
J.P. Morgan Chase Fdn. Matching Gift Program
Mrs. Ellen R. Jacobs
Ms. Nancy Dee Jacobson
Mrs. Marjorie Dehm Jageler
Mrs. Christine G Janas
Jane and Jon Outcalt Foundation
Ms. Carey Jaros
Ms. Jillanne Mary Jayne
Ms. Gina Jeckering
Ms. Carol Ann Jelfo
Jewish Communal Fund
Ms. Tasha Sunil Jhangiani
Ms. Karen Hurst Johns
Mrs. Marsha Fields Jones
Ms. Jill N. Jones
Ms. Lee Gibaldi Juratovac
Salam Kabbani
Ms. Stephanie Kahn
Ms. Susan Karas
Ms. Fatima Karriem
Constance N. Kehs
Catharine Cloud Kennedy
Mrs. Judith Dickstein Kenter
Andy and Vicky Kersten
Jane W. Kessler, Ph.D.
Ms. Betheny Ketchens
Mr. Paul K. Kiever
Orlando Kirton, M.D.
Ms. Elizabeth Klein
Nancy K. Klein, Ph.D.
Mrs. Lenore P. Koppel
Mr. Richard A. Kramer
Ms. Laura Kress
Mrs. Janice Newman Krohn
Ms. Alissa Susan Kuznick
Mrs. Nancy S. Laitta
Ms. Marcia L. Landa
Mrs. Carol Landau
Ms. Cynthia Joy Landis
Trudy Gottlieb Lapin, Ph.D.

Mrs. Carole S. Lash
Ms. Lucinda S. Lavelli
Ms. Bonnie L. Lawrence
Ms. Marguerite Le Garrec
Mrs. Karen Thompson LeBeau
Ms. Rachel Lee
Mr. James S. Leitch
Mrs. Jane Sutphin Leitch
Reva B. Leizman, Ph.D.
Ms. Ileana Lelutiu
Jean E. Levitan Ph.D.
Mrs. Catherine M. Lewis
Michael and Janice Lewis
Ms. Julie Lewis
Ms. Donella Vidmar Lewis
Estate of Elsa Russell Lichtenberg
Mrs. Bonnie J. Lieberman
Junze Lin, Ph.D.
Ms. Pearl H. Ling
Mrs. Carole Schonberg Litt
Ms. Joan M. Litzow
Mrs. Aleta Grillot Looker
Ms. M. Brigid Sullivan Lopez
Aija Lubavs
Mrs. Idarose Schock Luntz
Dolores Macali
Mrs. Marilyn G. MacLauchlin
Elizabeth Ann Madigan, Ph.D.
Mr. Harley Magden
Aparajit and Uma Mahajan
Ms. Jessica Lauren Malone
Mr. Joe Mannino
Thelma Gerras Maragos, M.D.
Lois & Martin Marcus Family Phil. Fund
Ms. MaryAnn Marek
Mrs. Dupre M. Marks
Stephen Allan Markus, Esq.
Mrs. Kathleen K. Martin
Janet P. Mason Foundation
Mrs. Janet P. Mason
Ms. Nancy G. Mathews
Mrs. Elaine M. Mattson
Winifred S. McCabe
Mig McCarrick
Mr. and Mrs. Steven R. and Patricia L. McClarren
Jacqueline Ann McClellan, Ed.M.
Mr. Scott McLeod
McMaster-Carr Supply Company
Mr. Dale Bryce McMillin
Ms. Beth Meany
Miss Jennifer Marie Mendelson
Merck & Company, Inc.
Mrs. Ramona A Mesi
Metal Hanger LLC
Ms. Marsha Mabry Michie
Dr. Jenica Mignogna
Dr. Dorothy C. Miller
Beverly B. and Stephen C. Mills
Mrs. Jane Pick Mills
Ms. Cynthia Ellen Minshall
Mrs. Barbara K. Mittelman
Mrs. Judith Tillman Moore
Ms. Erica Moran
Ms. Jennifer A. Morgan
Mrs. Anne Sillesky Morgan
Ms. Virginia Cook Morrison
Mrs. Patricia A. Morrison
Ms. Carol L. Moss
Moss Family Trust
Ellen Melinda Moss
Hon. Kathy Mulcahy
Ms. Barbara M. Myers
Mrs. Karen R. Nestor
Ms. Naomi Jean Neubauer
Mrs. Sally Nenner Neville
David H Nichols, Ph.D.
Dr. Lisa Emily Nielson
Ms. Heather Novak
Ms. Sara Marie Oberrecht
Ms. Amy O'Brien

Mr. and Mrs. Michael Clancy O'Donnell
Mr. Olusola Ogundiran
Ms. Olukemi Ogundiran
Ms. Rosemary Ogundiran
Mrs. Barbara S. Oldenburg
Mr. William Dowell Oldham
Ms. Allison Olinginski
Mrs. Patricia Ann Olson
Mrs. Jacquelin Meyer Oster
Ms. Jane C. Oswecki, J.D.
Ms. Varde Partners
Mr. John Paserba
Bharti Patel
Amy C. Patterson, Ph.D.
Dr. and Mrs. Sam and Leslie L. Pearl
Ms. Sheila Pedigo
Ms. Clara M. Pelfrey
Ms. Terese A. Perchinske
Mrs. Ilona M. Perencevich
Mrs. Kim Meisel Pesses
Ms. Vicki Peters
Mrs. Jeanne M. Peterson
Ms. Le-Thu Phan
Mrs. Patricia Hess Plotkin
Ms. Gail Polivy
Ms. Allison Polster
Susan C. Posch
Ms. Samantha Przywitowski
Mrs. Victoire G. Rankin
Ms. Lynn Reboul
Ms. Kristin Reboul
Ms. Meredith Reimer
Emily A. Reisner, Ph.D.
Mrs. Lorraine Adele Reit
Ms. Rachelle L. Resnick
Mr. Gregory Harold Reynolds
Ms. Kaelyn Rich
Clare M. Rimmac, Ph.D.
Dr. Suzanne M. Rivera
Marion Malkin Robboy
Ms. Elaine Rock
Mrs. Barbara Cravitz Rosenbaum
Mrs. Marcia S. Rosenbaum
Kristie L. Ross, M.D.
Ms. Rachel E. Ross
Mrs. Heather Ross-Lowenstein
Beth Roth
Ms. Diana N. Rubinger
Mrs. Janet K. Rudder
Sandra Brown Ruiz, L.C.S.W.
Mrs. Shirley S. Ryan
Mr. John M. Saada, Jr.
Danielle Bernat Sabo, Ph.D.
Susan Slaughter Sachs, Ph.D.
Mr. Michael Salkind
Mrs. Evelyn Baker Sallee
Ms. Frances Mamie Scaduto
Ms. Stephanie Scarnati
Mrs. Mary Ann Schauweker
Ms. Diana Scott
Mrs. Ann H. Scott
Ms. Jeri Kristina Seidman
Krishnan Shah Family Foundation
Ms. Lata Shah
Shaker Schools Foundation
Ms. Lila Shapero
Jane Robin Buder Shapiro, Ph.D.
Vimala Shekar
Ms. Judith Mladi Sheridan
Ms. Gail P. Shipley
Alix Kates Shulman
Ms. Arlene Sandra Silbiger
Latifa Sage Silski, MD
Ms. Molly Jean Simich
Kim E. Simpson, M.D.
Mrs. Gloria Green Singer
Ms. Jennifer Sisson
Jennie Skerl, Ph.D.
Mrs. Sally Perry Smith
Mrs. Margaret L. Snyder

Ms. Ashley E. Solomon
Mr. James Southworth
Dr. Thelma L. Spencer
Miss Phyllis J. Spindler
Ms. Janet J. Stark
Mrs. Gloria G. Stashower
State Street Foundation
Ms. Marlene Diane Steib
Ms. Patricia C. Stewart
Usha Vaidyanathan Stiefel, M.D.
Terry Stoller
Ms. Maria Stroud
Mrs. Ann Gaither Sullivan
Mrs. Pamela Summers
Dr. Shailaja Sundaresh
Mrs. Karen J. Szymanski
Betty Tankersley
William Tanner
Mrs. Joan T. Taranto-Sargent
Ms. Mary J. Tatman
Ms. Kathleen Taylor
Mr. Thomas M. Taylor
Ms. Deborah Tenenbaum
Mrs. Karen Ann Theis
Ms. Juliet Thomas
Mrs. Catherine Horten Thomas
Mrs. Ellen E. Thompson
Ms. Diane E. Thompson
Ms. Carisa Ann Tilton
TOBY Fund
Dr. Gwendolyn Powell Todd
Aloen L. Townsend, Ph.D.
Susan and John Turben Foundation
Ms. Suzanne Turk
Ms. Julie Clemo Tutkovics
UBS
Ms. Bunni Estelle Union
Ms. Susan Vadino
Val R. Veirs Ph.D.
Mrs. Leslie Nevin Veirs
Ms. Michelle Venorsky
Verizon Foundation
Mrs. Ruth Kolko Viny
Charlene L. Vogan, Ph.D.
Ms. Maxine B. Waber
Mrs. Phyllis H. Wachs
Mrs. Susan G. Wagner
Mrs. Marguerite M. Walker
Mrs. Margaret G. Wilson Walton
Mrs. Beverly Wamelink
Ms. Ming Wang
Mrs. Rosa Fatica Warrix
Ms. Julia Wasielewski
David A. Weitzenhof, Ph.D.
Mrs. Sharon K. Weitzenhof
Mr. Stuart Samuel Weitzman
Mrs. Rosemary Weltman
Mrs. Margaret S. Wheeler
Kevin Wheeler, Ph.D.
Mrs. Diana Calista Wickes
Mrs. Joan Ilene Wieder
Ms. Leslie Stevens Wiesen
Mrs. Ruth Bratten Wilson
Mr. and Mrs. Walter Wilson
Ms. Amy Margaret Wilson
Deanne Wilson-Costello, M.D.
Mrs. Janice E. Wittkamper
Dr. Elissa Beekman Wolf
Ms. Erica J. Wolin
Rosanna Wai-Wen Wong, D.D.S.
Pauline Wong, Ph.D.
Ms. Sue B. Workman
Richard and Kathie Wunderlich
Mr. and Mrs. Edward S. Young
Amy Zhang
Mrs. Judith T. Zimmerman
Mrs. Ruth Schoner Zinkann
Allane P. and Karl B. Zucker, Ph.D.
Ms. Susan Jean Zull



Your support drives our future

The Mather Center is an integral part of the Case Western Reserve University community that empowers women and advances gender equity through research-informed action. We provide the campus and the broader Cleveland community with programming and education, advocacy services, and leadership development through a feminist lens. We also disperse new research on gender equity in higher education to scholar-practitioners across the country. We have been fortunate to expand our offerings in the last twenty years, but to sustain our efforts and continue to grow, we need your help.



There are several ways to help, including attending our events and becoming involved. You may also make a gift online. Please scan the QR code or visit the following website: giving.case.edu/fsm

Thank you in advance for helping empower Case Western Reserve women and advancing gender equity and inclusion.



CASE WESTERN RESERVE
UNIVERSITY

Gifts to the Flora Stone Mather Center for Women are tax-deductible.