Turning 20!
“I think that [PCCW] has opened my eyes in even a broader way about the real talent that Cornell has provided … people from all walks of life: arts, sciences, government, history, the humanities. It really gives me pride that I am a Cornell graduate.”

~ Edith Lederer,
Associated Press Chief UN Correspondent

When 75 members of (PCCW) spent an afternoon in Martha Van Rensselaer Hall for a close look at the latest student research projects in the College of Human Ecology, PCCW Chair Deborah Adelman PCCW 1996, a Human Ecology alumna, told an observer:

“Human Ecology is a perfect example of a college that incorporates faculty and students in research that is applicable to our lives. I find it fascinating, and as an alum I feel very proud of the college.”

~ Human Ecology News, Fall 2005

“We have a critical mass of women.” … “You serve as role models for these women on campus, and that is the best legacy PCCW can leave.”

~ President Hunter Rawlings,
PCCW spring 2002 newsletter
Our Astute Founders: How It All Began

There is a great reform required in the education and habits of females. Please study the subject and see what can be done for them --

~Respectfully Yours, Ezra Cornell

Ithaca. July 24, 1869

Changing Times

What bothered Lilyan and Pat in the 1980s was a growing awareness that many alumnae had a great deal to offer universities, yet Cornell was missing out. After enjoying connections with Cornell through friends and classmates back in the Fifties, they were frustrated by a growing awareness that many alumnae dropped their Cornell ties once involved with careers and family. Meanwhile, Lilyan and Pat stayed involved and became close friends. Career success ultimately led them both to Cornell's Board of Trustees -- Pat in 1967 and Lilyan in 1981 -- where they served together for 13 years.

Moreover, a simmering assault on gender issues had brought on a whole new era for women. When Pat joined the board there was one other woman trustee (Adele Rogers), and by Lilyan's election in 1981, with backing from Pat, there were 11. The Women's Movement was well under way, sparked by Betty Friedan's The Feminine Mystique in 1963, and accomplished professional women were increasing in numbers and visibility.

Yet, in the 1970s and '80s, Lilyan and Pat recall being asked to recommend alumnae for leadership positions and coming up short for names. Then periodically, they would learn about a prominent woman who turned out to be a Cornellian, and wonder why they hadn't known of her through Cornell.

Finding the Formula

When they actually proposed PCCW as a concept, Pat says it had "nothing to do with fundraising." She wanted to find a way to "get women interested to see how their areas of expertise could help the university." Lilyan was searching for a way to "expose women to what is going on at Cornell, spark their interest, and demonstrate opportunities to get involved." These re-engaged women, then, "would be good role models for students and faculty; they would raise everyone's awareness of what women can do."

After 20 years, it is clear that Lilyan and Pat’s hunch was indeed prescient. Via PCCW, scores of highly capable alumnae on Cornell's class rosters, when asked, have enthusiastically re-engaged with their alma mater to work on Cornell's behalf in supporting its scholarship, campus life and a mutual, evolving commitment to women's leadership and success.

Diana Daniels PCCW 1992, a past Board vice chair who also chaired Cornell's last presidential search committee, and Jan Rock Zubrow PCCW 1992, Co-chair of Cornell's Far Above Campaign, are but two examples. "Up until the early 90s, I had contributed to the annual fund each year, but I had not been engaged actively on Cornell matters," recalls Daniels, a retired VP/General Counsel of the Washington Post Company. "When I was asked to join PCCW [1992] and I returned to campus, I was energized. The University is a vibrant place and I found the academic programs, faculty, administration and students to be really engaging and I wanted to be a part of it."

Jan, who heads her own venture capital firm (MedCapital), has noted that she, too, lost touch with Cornell while building her career and family. "The invitation to join PCCW [1991] came at the right time," she says. "I wanted to do something for Cornell and PCCW..."
gave me the chance to focus on something I really cared about: women's leadership." By 1997 she was chair of PCCW and in '98, an alumi-elected trustee.

Of course, the entire PCCW scenario to date has played out with starts and stops along the path, as goals, personalities, priorities and University leadership inevitably changed. Yet an assessment after 20 years provides ample evidence that Cornell owes part of its 21st Century confidence and certitude to the achievements of its women. In return, many of those same women are exceedingly grateful for the opportunities Pres. Rhodes and Cornell opened to them back in 1989 and 1990. *

Did You Know?
The “Harvard Annex”, the forerunner of Radcliffe College, was founded as a private program in 1879 to enable Harvard Faculty to instruct women. It was incorporated in 1882 as the Society for the Collegiate Instruction of Women and housed with a private family. Harvard merged with Radcliffe in 1977 and completed “full integration” in 1999.

Original Mission
To advance the involvement and leadership of women students, faculty, staff and alumnae within Cornell University and its many constituent communities, and to advise the President on issues related to women.

For carrying out its mission, PCCW membership was largely reserved for graduates who were not active alumnae.

Core Mission Still Strong
Reviewing the 20 years since PCCW launched a new era of opportunity and challenge for Cornell women, it is clear that the mission of PCCW remains strong. The following overview of those years presents highlights of how the organization has worked, assessments of its accomplishments, and how successful it has been in carrying out Lilyan and Pat’s original vision, with a mission that has changed relatively little during those 20 years.

Getting Started: Is This a Good Idea?

Once the President’s Council of Cornell Women (PCCW) concept was deemed interesting and attractive, its founding Steering Committee had plenty to do. This assessment came after a luncheon meeting in Fall 1989 at the Cornell Club on Manhattan’s East 44th Street which was barely finished and not yet officially opened. At the luncheon, host and Cornell President Frank Rhodes described the PCCW concept to a group of active and potentially active professional alumnae, 20 of whom volunteered for its Steering Committee (see story under Alumnae).

“Prior to the President’s organizational meeting, I was asked to chair a Steering Committee to determine whether there was real interest and viability to a PCCW,” explains Judith H. Monson, then Vice President-Finance for Seagram International, who subsequently became PCCW’s founding chairman. The Steering Committee’s first mandate was, “Is this a good idea?” Guided by the Steering Committee’s fact-finding and planning, Judy prepared a report for President Rhodes recommending that PCCW be established. A spring 1990 meeting in Ithaca followed to launch this new alumnae organization and plan for the first membership meeting that October in New York City.

Accomplishments that first year were many, including: establishing the PCCW officers (Steering Committee) and by-laws; refining the mission and goals; selecting and recruiting 110 charter members; and forming task forces geared to its mission – Leadership & Role Models (career planning, mentoring); Quality of Life (campus safety, women athletics and other campus issues), and Women Faculty & Administration (recruitment and retention). As Judy Monson, writes from her current post as Vice Counsel at the US Embassy in Bogotá, “The rest is history.” Moreover, these initial accomplishments that Judy sites serve as a reasonably reliable roadmap for the years that followed.

Original Steering Committee, Jan. 1990

Lilian Affinito
Randy Allen
Judith Monson
Marlene Jupiter
Judith Brandenburg
Susan Robbins
Carol MacCorkle
Barbara Friedman
Patricia Carry Stewart
Ann Morrissey Merick

Nancy Hall
Elizabeth Harrington
Marjorie Blanchard
K. Shelley Porges
Carolyn Press Landis
Pamela Clement
Murem Sharpe
Ronay Menschel
Blonde Grayson Hall
Lenore Weitzman

For readers interested in details of PCCW programming from various two-year segments, see the Timelines on the PCCW Website: http://alumni.cornell.edu/PCCW)
Helping Students: An Expanding Two-Way Street

Does my first job out of school have to be the perfect job? Should I work for a few years before I go to law or business school? What is the right job if you want to have a family? How can I ask for career help from someone even if they don’t have a job opening?

Over the last two decades, questions like these have echoed through the Statler Ballroom, corporate offices and alumnae homes across the country during numerous PCCW student mentoring and networking activities. Reflecting on PCCW from her perspective, Vice President for Student and Academic Services, Susan Murphy, noted that PCCW “networking opportunities have been one of our biggest impacts.”

Since its inception in 1990, PCCW has actively pursued opportunities to enhance the Cornell student experience and support the University’s student programs in numerous ways. We formed early and strong connections with Vice President Susan Murphy, who has provided PCCW with insight on current issues facing students, projects to support and prospects for collaboration. Led by the Student Life Committee (now Mentoring), PCCW initially focused its efforts on the University’s student-focused and student-led organizations. Those efforts have since expanded to initiatives with more direct student engagement and impact.

PCCW’s networking and mentoring initiatives have focused on three primary areas:

- Each spring at our annual meeting in Ithaca, PCCW hosts a networking lunch with junior and senior undergraduates. The lunch offers students an opportunity for informal discussion with PCCW members over lunch, followed by an open reception networking guided by career-choices and professions. The Student Life Committee recently expanded our reach to include panel discussions and a networking event for graduate students in the Johnson School of Business and the Law School.

- For more than a decade, PCCW members have been instrumental in opening their homes to junior and senior undergraduates for regional networking brunches and dinners during Cornell’s winter break. These sessions — organized through the University’s Career Services Center — bring together local PCCW members with students in their hometowns, and offer informal interactions focused largely on getting started professionally and personally after graduation.

- PCCW has likely achieved its broadest student reach through members’ one-on-one mentoring and networking with students. Our members actively participate in the FRESH and Extern programs, which offer students an opportunity to experience a “day on the job” hosted by a Cornellian. Many of us also offer our time and advice through career contact networks and the Cornell Alumni Student Mentoring Program.

PCCW has touched thousands of students through these initiatives over its 20-year history. Whether a lunchtime conversation produces another networking contact, a job lead or an “aha!” moment about the perils of sharing too much information on Facebook, our members have a wealth of experience and perspective to share with students.

And the benefit is mutual. Engagement with students also enables PCCW members to reconnect with Cornell in a personal way. As the University has grown and changed since we all graduated, these interactions offer a window into campus life that only a student conversation can provide. For some PCCW members, an internship or lunchtime conversation has evolved into a long-term connection, with advice and networking shared both ways. Nancy Mills PCCW 1995, remains connected to an undergraduate she met at an annual networking lunch and who she helped find a job in journalism. Several years later, “the tables were turned” when the young journalist interviewed Nancy and her son Kevin as they were promoting their latest cookbook.

Given the numbers of Cornell students looking for mentors and networking opportunities, the time and energy we contribute toward these student life initiatives remain vital. Emphasizing this aspect, VP Susan Murphy added in an interview: “I would love to have every PCCW member … involved somehow with the career support for our students.”

As PCCW moves into its third decade, student engagement continues to be a top priority, while we explore new ways to enable these interactions. Whether on campus, via computer or in our living rooms, our role in supporting students is a two-way street that benefits the University and Cornell women in multiple ways. Below are just two examples of using PCCW grants to benefit students. More are described in the Development/Grants section.

In 2005-06 PCCWs Leadership Fund provided a $15,000 Women’s Health Grant for Cornell’s “Smart Women: Reduction of High Risk Drinking” campaign, an issue that concerned our members.

In 2008-2009 a $5,000 Leadership grant went to the Public Service Center (PSC) for projects initiated by women. Participant Kristin Kennedy ’10 valued the PSC for “experiences you can’t get out of a textbook,” and her new perspective on social justice issues from her project in Costa Rica. She added, “Thank you PCCW. You’ve reached a lot of women through the Public Service Center.”

by Joy Higa PCCW 2000
past Chair, Student Life Committee

Dear PCCW Members:
Thank you so much for the (mentoring) luncheon Saturday. It is inspiring to women starting in the work force today to hear your stories, advice and opinions. It is also incredibly heartening to see such strong, amazing women helping other women to be as strong and successful. Excellent job! I look forward to next year’s luncheon.

Sincerely,
Kelly DeNardo ’98
March 21, 1997
The Extern Program: Giving Back through Mentorship

One of PCCW members’ primary roles has always been as role models, providing guidance and mentorship for students. Among all the initiatives that have advanced this goal, PCCW’s involvement with the Extern program has provided a particularly meaningful interface for many members and the student community.

In fact, the Extern/Fresh program began in 1991, during PCCW’s first full year, and PCCW was an early supporter. In 1991, it provided $3,000 to help automate the new project.

The Extern and FRESH programs are job-shadowing arrangements administered by Cornell’s Career Services Office. “Externships” take place during the winter break in January and the FRESH program during Spring Break. Women students who apply are matched with alumnae sponsors based on areas of interest. The sponsor designs a one or two-day program designed to introduce the student to her company and field. Such plans are as formal or informal as members choose. The focus is giving students an orientation to what career opportunities might be of interest in their chosen fields, along with an inside glimpse of what they might encounter post graduation.

The program offers a great opportunity to give back in a non-financial way. Meredith Oppenheim PCCW 2008, Vice Chair of PCCW’s Mentoring Committee, provided insights into her experience in the article below, and in PCCW’s Fall 2009 newsletter. After valuing being an Extern as a student, Meredith has come full circle, skillfully hosting Externs as the senior vice president of a leading New York real estate firm. Wrote one of her recent Externs:

“The experience far exceeded my expectations thanks to Meredith, who is a veteran and true visionary of the senior housing industry...I gained a lifelong lesson on how to develop a successful career through Meredith’s invaluable insight and advice. I still keep in touch with her to this very day.”

~ Jane Peng ’09

In the PCCW Tradition: Why Mentoring Matters

They have come to realize that Cornell alumni and resources have been accessible and pivotal in my development since my adolescent years.

As a child I had a passion for cooking, and in high school I baked healthy deserts for my grandfather when he had to change his diet, I liked pleasing him and took baked samples and recipes to senior centers to satisfy my desire to cook for other people’s grandparents. So I vividly recall my mother bringing me to a Jane Brody [PCCW 1990] cooking demonstration. Who would have imagined that more than 20 years later, I would meet Jane at a PCCW event, then have lunch with her at the New York Times so we could speak about our overlapping passion for good health and wellness.

Myra Hart [PCCW 1992], another PCCW member and a Harvard Business School professor, was instrumental in guiding me through my career progression as a student there. I met with her near the end of my program and told her I wanted to reconnect with my calling and making a difference in seniors’ lives. Myra encouraged me to narrow my focus, to have a more immediate and higher impact. As a result, and with support from the Cornell Hotel School alumni office, since 2001 I have been in the senior housing business. I am thrilled to be living my professional dream while delivering on my personal mission. In 2009, I was recognized by the CEOs in my industry to be part of the Future Leaders Council and by my peers to chair the Council. Recently, I was invited by Mayor Bloomberg’s Office to join the newly formed NYC Age-Friendly Commission.

Gloria Lang, Member at Large PCCW 1993, who has been active in this program for years, notes: “My interest in mentoring comes from having had wonderful mentors throughout my life. As life plays out, mentoring students is a way to pay back those who helped me.” She also finds that the program provides rewards to the mentor. “The students I have mentored are eager to ask questions.  

Over time, I’ve learned to talk less and listen more.”

Many sponsors stay in contact with their students long after the program has ended. When Gloria’s externs express interest in staying connected, she asks if she may refer them to future externs she meets who might benefit from those who have moved on in their careers. “Connecting former externs with new externs is the added value these programs generate over time.”

In the most recent Extern and Fresh programs, 37 PCCW members were sponsors with some members doing both. On average, 30 to 35 PCCW members participate each year.

by Diane Parmerlee, PCCW 2001  
Past Chair, Communications Committee

To participate in this valuable, rewarding program go to http://ccs.career.cornell.edu/Extern_Fresh/ProgramLinks.htm

by Meredith Oppenheim, PCCW 2008  
Vice Chair, Mentoring Committee
Keys to Cornell: Tradition Fellowships, Research Scholarships

PCCW Tradition Fellowships enable students to attend Cornell in an affordable fashion without huge loans to repay. Cornell’s need-blind admissions and need based financial aid make it possible to enroll students regardless of their ability to pay. These scholarships keep Cornell within reach of any student to pursue her dreams.

In 1994, PCCW’s Tradition Fellowships originated as part of The Cornell Tradition program. From PCCW members’ annual gift-giving, more than $100,000 was set aside to support Tradition undergraduates with financial needs. The endowed fund has a book value of about $165,000, with an estimated payout of roughly $12,000 per year.

Every year PCCW Tradition Fellowships of about $4,000 are usually awarded to three outstanding women undergraduates. Often the same students receive a PCCW Tradition Fellowship in subsequent years. These students are recognized for their strong work ethic, campus and/or community service and academic achievement. Since inception of the endowment, 47 PCCW Tradition Fellowships have been awarded. The 2009–2010 recipients are Ruth Boansi ’13, Arts and Sciences from East Hartford, CT; Taber Colletti ’13, Architecture Art and Planning from Hamilton, NY and Larisa-Marie Tracy ’13, also AAP from Missoula, MT.

Also in 2009-2010, PCCW is supporting three undergraduate research scholars through grants to the Hunter R. Rawlings III Cornell Presidential Research Scholars program. Claudia Pazlopez, ’12, a food science major in CALS is investigating how altitude affects the protein from beans, and Celeste Falcon, also CALS, is studying ways to improve grain crops. Elena Kwan, ‘10, is doing research in molecular biology and genetics.

It is with joy in our hearts that PCCW women can be very proud of its scholarship gifts that keep on giving.

by Nancy Clark, PCCW 1992, Cornell Advisory Boards, past Chair, Meeting Planning Committee

Going with Big Red: Supporting Athletes

Women’s softball team and President Rawlings at new Neimand-Robison Field dedication

PCCW members know that there is more to university life than academics, and that leaders are created on the athletic field as well as in the classroom and the lab. PCCW has made significant grants to women’s athletics beginning with the funding of a pit for the gymnastics team. And in 1997, we made (and fulfilled) a five-year commitment to raise $75,000 for the Neimand-Robison Women’s softball field. While it might be a coincidence, in 1999, the softball team was All Ivy Champions. At the time we asked:

“Can it all be because of the new PCCW softball field? Some say, ‘absolutely.’ All you have to do is visit with enthusiastic fans and you know that the team with a new home field, dedicated fans and fabulous players is a dream come true. After only six years as a varsity sport, the softball team rose to the top as Ivy League Champions in April. Although the team did not win the NCAA Championship, the opportunity to go was an honor and a thrill. . . . PCCW wishes the team and all of its members the best for the many seasons to follow.”

It’s also gratifying that PCCW funds for women athletes are put to immediate use. We also helped the varsity softball team buy equipment (a pitching machine and a Slide-Rite Pad) along with new uniforms for enhanced visibility at home and away. One of the softball co-captains spoke to us in March 1997 and expressed the team’s delight in their new uniforms! Our gifts also covered the full cost of a new volleyball net system which enhanced training and improved safety for the players. The volleyball net system will be used not only by the varsity women’s team but by several hundred women in Cornell’s physical education program.

This last year, PCCW provided $38,800 in grants to athletic teams, providing funds for overhead goal cameras and an instant replay system for Women’s Ice Hockey, and outfitting 35 women’s lacrosse and 22 field hockey team members. Our members have also enjoyed cheering teams on, going in groups to a lacrosse match at Columbia, basketball games at Princeton, field hockey at Penn, and lacrosse and basketball games while in Ithaca.

Occasionally, our funding has been the catalyst for teams to attend major tournaments. In 2007 we provided funding for the Gymnastics Team to attend the NCAA Championships in Seattle. As the team wrote in a thank-you note, “After being on this team for four years the most heartbreaking thing that could happen to our team is for us not be able to attend our most important meet of the season; not because we did not qualify, but because we did not have the funds.”

Also in 2007, PCCW enabled Women’s Track to compete in the NCAA competition in Sacramento. As Jeomi Maduka ’09 (pictured below) described: “The PCCW grant allowed us, not only to travel, and lodge . . . but with this money we were able to -- we had three All-Americans, me being one of them! I just don’t feel the trip would have been as successful without the money we received. . . .”

The experience was great. Many of us received awards. [two men were also All-Americans]. So it just really put Cornell on the map as a track school. . . .”I just want them (PCCW) to know that this track team is really good!”

Speaking for members, it feels good to make such a difference!

by Alison Weir
PCCW 2006, Chair Communications Committee

Pictured at Right: Track All-American
Jeomi Maduka ’09
Confronting Gender Issues in Academia

During the very first meeting of its new President’s Council of Cornell Women in New York City 20 years ago, Cornell directed the attention of the chosen alumnae in its new organization to the issue of gender inequity in higher education. In addition to hearing a warm welcome and sense of purpose from President Frank H. T. Rhodes, who established PCCW, speakers from campus included Dean William Streett and Prof. Christine Shoemaker from the College of Engineering. They described the small percentage of women on faculty, lack of candidates “in the pipeline,” and difficulties such as discrimination or lack of support for women students. A lively discussion followed on the extent to which other Cornell colleges were addressing these and related issues including tenure and sexism.

PCCW charter members who took up Dean Streett’s challenge, organized under a task force titled Faculty & Administration. The Recruiting and Retention of women across the University was regularly addressed, and the University’s annual Inclusion Reports were of great interest to members. Progress came gradually, but members were encouraged by the continued support of President Rhodes and his successor, President Hunter R. Rawlings III. (see related story in Alumnae section)

Faculty Interaction
At the same time, PCCW members were learning about impressive women from colleges and disciplines across the campus, invited as speakers or panelists, and to receptions, during PCCW member meetings. Carol MacCorkle, PCCW Chair in 1993-1995, cites organizing our first reception for women faculty as the most memorable experience of her tenure:

“They were so appreciative of being recognized and of meeting Cornell alumnae who were interested in them. Also, they were delighted to meet other women faculty members as, rarely, did they have the opportunity to do this outside of their departments!”

Carol MacCorkle’s perceptions were echoed a decade later in a 2006 survey by the then University Relations Committee. Led by Andrea Williams PCCW 1996, and Jaclyn Spear (Engineering) PCCW 1993, members tallied responses from 37 junior faculty

Cornell ADVANCE Center: Speaks to Mission and Challenges

In 2006, Cornell efforts toward gender equity were boosted by a five-year, $3.3 million ADVANCE grant from the National Science Foundation (NSF) to Cornell Provost (Carolyn) “Biddy” Martin, to advance women in the sciences and engineering. Since then, Cornell has established the Cornell ADVANCE Center to implement the NSF grant, set goals and initiated related programs. Provost Kent Fuchs (former Engineering Dean and an advocate for women) is the grant’s Principal Investigator and Dr. Yael Levitte is the Center’s executive director.

The Center’s current goals, set for October 2011, include:
- Increasing women faculty in every science/engineering department to at least 20%
- Hiring 75 women faculty including at least 15 who are “senior” (have tenure)
- Improving the climate for women faculty in science and engineering.

In 2009, recruitment-training modules developed by the CU ADVANCE Center have assisted search committees in generating diverse pools of candidates for faculty positions, and the center has helped the Provost address dual career issues for candidates’ partners/spouses. Yet, despite these and other efforts, significant challenges remain, especially in retention. A November 2009 report to the NSF noted that in 2006 to 2009, Cornell recruited 41 women faculty in still at Cornell who had received PCCW ‘tenure track’ grants, by then known as the Affinito-Stewart Grants Program. A question on additional ways in which PCCW might support women faculty elicited numerous responses like this one:

There is a new generation of junior women coming into the university which is making significant changes—however most departments here are very ‘top heavy’ with senior men. To my knowledge, there are no institutional venues for junior women to get together to strategize as to how to address these responsibilities and expectations. .. I would love to see some regular social venue to get in touch with other female faculty members.

Significant Progress
Today, the situation at Cornell is very different. As the times have changed, gender issues have become more prominent and Cornell has moved aggressively to improve recruitment, promotion, and retention of women faculty and administrators. These statistics from a recent annual Equity and Inclusion Report illustrate significant progress.

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<tr>
<th>Women on Cornell Faculty</th>
<th>1998-99</th>
<th>312 or 20.2% of total</th>
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<td></td>
<td>2008-09</td>
<td>432 or 26.4%</td>
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<tr>
<th>Women on Engineering Faculty</th>
<th>1989-99</th>
<th>17 or 7.8%</th>
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<tbody>
<tr>
<td></td>
<td>2008-09</td>
<td>30 or 12.7%</td>
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by Carolyn P. Landis, Chair, PCCW 2009-2011
When Cornell President David Skorton addressed PCCW during his first PCCW member dinner in Ithaca in April 2007, while listing his concerns with which PCCW could help, he said:

“I’m concerned because there’s a feeling in higher education that we’ve gotten beyond the gender issue. . . . There is still a large hill to climb, particularly in science and engineering. We need to be doing better.”

He praised Provost Biddy Martin’s team for its $3.3 million ADVANCE grant from the National Science Foundation “to increase women faculty in these specific areas.”

At that dinner, in a room filled with members and guests eager to hear from Cornell’s new president, Dr. Skorton warmed his audience by saying initially:

“The bottom line is, I’m new, so I very much need your counsel, your criticism and advice. . . Robin and I come as a team. Both of us are very interested in being engaged with PCCW.”

Making a Difference: Development and Grants

As PCCW Co-founder Patricia Carry Stewart recalled to chronicler Cindy Froggatt before PCCW’s 10th Anniversary, her reasons for wanting Cornell to reach out to some of its alumnae in a new way had “nothing to do with fundraising.” Rather, she and Co-founder Lilyan Affinito were seeking a way to “get women interested, to see how their areas of expertise could help the University.” And founding member Nancy Hall Arno, who chaired the first Development Committee, agrees. She recalls that “President Rhodes made it clear that he was looking for a commitment of our time, ideas and reconnecting with Cornell. That was what he cared most about.”

Yet financial support was always in the picture. The success of a gradually evolving Development program has been instrumental in making PCCW what it is today, from the array of projects for students, and its A.D. White professorships, to the many sterling outcomes from the Affinito-Stewart Grants for young scholars.

Development From Day One

On an annual basis since its inception, PCCW selected a special project to be funded through gifts from members. The selection of the project was guided by PCCW’s commitment to support and enhance the stature of women in the Cornell community and to address issues important to women.

In the Council’s inaugural year, we matched a NEA challenge grant to the Johnson Art Museum to purchase prints by outstanding women artists, and funded a grant to expand the new Extern Program. We raised almost $30,000 and achieved our goal of increasing the visibility of women and our new alumnae organization.

The next fundraising project was developed directly by members to support PCCW’s priority of increasing the success and retention of women faculty. Based on a suggestion from a founding member, the late Judith Brandenburg (a professor at Columbia Teachers College), and the Faculty & Administration Committee, we raised $86,000 in 1992 for the Grants Project for junior faculty and staff. Also, to better understand our members we conducted a survey on attitudes about charitable giving. Higher education was the number one giving priority and 72% of the respondents selected endowed professorships to be the most important priority.

In 1993, PCCW endowed the PCCW A.D. White Professorship-at-Large to ensure that outstanding woman scholars were included in this important faculty position. Our $115,000 gift guaranteed that women’s perspectives and contributions will always be part of the intellectual exchange on campus. This contribution generated more than $50,000 in matching funds for future PCCW initiatives.

During this early period of PCCW’s growth, our members increasingly realized, but not without spirited debate, that collectively our gifts would advance PCCW’s goals faster. Each year, more members contributed to PCCW projects to enhance the future for women at Cornell. Endowing an A.D. White Professorship-at-Large significantly raised our sights of what PCCW could accomplish and contribute to the University.

by Nancy Hall Arno, Founding Development Chair
Advancing Scholarship With A.D. White Professors

In January 1993, the President's Council of Cornell Women officially endowed an Andrew Dickson White Professorship-at-Large for an outstanding woman scholar. These Professorships-at-Large are chosen from among the world's foremost scholars, thinkers, diplomats, and artists and are considered full members of the Cornell faculty during their two campus visits over six-year appointments. The Council specifically endowed the professorship for a woman in a field where women are traditionally underrepresented.

By July 1993, Dr. Juliet Mitchell, a noted Professor of Psychoanalysis and Gender Studies at Cambridge University, was appointed the first PCCW A.D. White Professor-at-Large. Since then, three other distinguished women were chosen: Mae Jemison, engineer and astronaut, 1999-2005; Playwright Wendy Wasserstein, 2005-2006; and Natalie Angier, science writer and journalist, 2006-2012.

Each visit by PCCW A.D. White Professors brings new opportunity for engagement with Cornell students, faculty, and staff. For example, Dr. Jemison, the first African-American woman to fly in space on the shuttle Endeavor in 1992, urged women at Cornell to "serve knowledge" and the "noble cause" of human advancement. She also noted that "too often," women in career or tenure tracks face extra responsibilities for programs in diversity, education, and outreach that place an extra burden on them.

Wendy Wasserstein received the Tony Award for Best Play and the Pulitzer Prize for Drama in 1989 for her play, The Heidi Chronicles. A beloved playwright, she never formally visited campus, but passed away not long after accepting Cornell’s invitation. A special memorial service was held for her at Sage Chapel.

The current PCCW A.D. White Professor is Natalie Angier, the Pulitzer Prize-winning New York Times science writer and author. Her books include Natural Obsessions: Striving to Unlock the Deepest Secrets of the Cancer Cell, and Woman: An Intimate Geography. In a September 2007 campus lecture, Angier spoke about her book. The Canon: A Whirligig Tour of the Beautiful Basics of Science, asserting that science is not "scary, impenetrable or dull and dry, but must be taken on with all the senses to be appreciated. Angier is expected to visit campus again in the next two years. The endowment continues to thrive and support its original purposes after nearly 20 years, and Cornell looks forward to welcoming more PCCW A.D. White Professors-at-Large.

by Penelope Nichols-Dietrich, Program Administrator, A. D. White Professorships-at-Large

From Seed Money to Vigorous Scholarship
Philanthropy Supports the PCCW Mission

PCCW leadership recognized early that financial support should be an integral part of the Council’s plan in order to carry out its mission – even though this was not overtly stressed. From the beginning, fundraising projects were directly related to PCCW’s objectives and consistent with University priorities. As member gifts increased, so did the range of PCCW’s projects routinely selected and voted on by members. As a result, endowed funding became a reality early in PCCW’s history.

After endowing an A.D. White Professorship-at-Large in 1993, in 1994 PCCW endowed a Cornell Tradition Fellowship. Then in 1998, the Grants Program transitioned to an endowed fund. This program, funded in 1992 as seed grants for tenure track junior faculty, was renamed the Affinito-Stewart Grants Program in 1998 in honor of PCCW’s founders. By 2009 this endowment’s book value exceeded $1 million.

In 2000, as part of its 10th Anniversary, PCCW launched its Leadership Fund for Women. It is geared to programs for students and faculty more than to individual faculty. Leadership Grants support projects that either recognize leadership, or prepare women for it. They are awarded annually for projects that will impact students, faculty, administrators and staff over the long term. By 2008 this endowment’s book value exceeded $1 million. Proposals are now generated by the Provost’s Office, the Cornell ADVANCE Center [described above], VP Susan Murphy’s Office of Student and Academic Services, and the Department of Athletics.

New Leadership Scholarship Fund
For its 20th Anniversary, PCCW is proud to recognize our members who have led and supported the Development efforts summarized at left: since inception, total giving to PCCW funds of $2.7 million. As Cornell looks to its 2015 Sesquicentennial, PCCW has established the PCCW Leadership Scholarship Fund for undergraduate women, with an endowment goal of $1 million to sustain and continue our mission for Cornell’s next generation.

“Cornell is really one of the model programs,” said in reference to its wide range of activities to promote women as well as its fundraising.

~ Andrea Kaminski, Executive Director, Women’s Philanthropy Institute
The best measure of the scholarship resulting from PCCW’s grants programs is the steady parade of recipients who were subsequently tenured by their Cornell departments and/or have gone on to notable innovation and high distinction. Clearly, the seed-money that PCCW members initiated in 1992 found fertile ground, and has flourished beyond those members’ most confident and optimistic expectations.

Here are 10 frontrunners of this high-stepping parade whose research ranges from Self-Injurious Behavior and violence against women, to better-fitting clothing, improving the quality of wine and exploring the universe.

**Making Women Safer**
Andrea Parrott
1993 Recipient

Assistant Professor Andrea Parrott was awarded a $1,500 PCCW grant in 1993 for an Acquaintance-Rape Education Program, and $1,200 in 1994 to study rape prevention and recovery literature for non-English speakers. Now a professor in Policy Analysis and Management, she is nationally recognized in her field, has testified before Congress and is a grant-reviewer for Congressional funds dedicated to violence against women.

**Exposing SIB**
Janis Whitlock
2006 Recipient

In 2005-06 Research Associate Janis Whitlock of Cornell’s Family Life Development Center received a Leadership Grant of $15,000 annually for two years to study Self-Injurious Behavior (SIB) in young adults and adolescents. After Whitlock described her alarming findings to PCCW members in 2006, Edie Lederer, AP’s Chief UN correspondent, arranged for AP to write a story on Whitlock’s research that ran nationally and sparked intense interest. Today, Whitlock directs the Cornell Research Program on SIB, formalized in 2006. She blogs for Psychology Today, is widely published, and has become a national resource for families coping with SIB.

**How Babies Think**
Marianella Casasola
2002 Recipient

Assistant Professor of Human Development Marianella Casasola received $3,305 in 2002 to study how Korean infants categorize spatial relations, a link she suspected to how babies learn language. Big grants soon followed: $155,893 from the National Institutes of Health in 2003 and an NSF CAREER award of $400,000 for 2004-2010. The daughter of Costa Rican immigrants who did not speak English, she got interested in “how babies think” at age 12 while caring for her baby brother. After coming to Cornell in 2000 with a PhD in Developmental Psychology (University of Texas), she now directs a Cornell Baby Lab.

“People are picking up on these tools and actually using them in their vineyards and for research,” she says. “My experience with PCCW has been fantastic. I really appreciated the financial support...I met a number of the women on the Council at a reception. It was fantastic to meet that community of women who are all so accomplished and are part of the history of Cornell.” To top it off: “I was thrilled to get a letter of congratulations from President Skorton and the dean of CALS.”

**Wine Wise**
Justine Vanden Heuval
2007 Recipient

Assistant Professor of Viticulture, Justine Vanden Heuval, used her 2008 $11,830 Affinito-Stewart grant “to support work on predicting flavors and aromas in wine,” using grapevine canopy maps and computational tools she developed. “Starting out as a faculty member at Cornell, it is very difficult to get support for these early ideas...without having had a history and really proven yourself. The PCCW award allowed me to really build on this idea,” she says. “I think this will really help my tenure package in that it has allowed me to get more money...and start to publish.” From her work with Finger Lakes area wineries, she says modestly: “People are picking up on these tools and actually using them in their vineyards and for research.”

“Did You Know?”
Cornell awarded a PhD in 1936 to Flemmie Kittrell, the first African American woman to receive this distinction from a US University. Her discipline was Home Economics and the College of Human Ecology honors her annually with its Flemmie Kittrell Lecture.

*(Susan S. Lang, Cornell Chronicle, January 20, 2005)*
Way Far Out
Rachel Bean
2005 Recipient
Assistant Professor of Astronomy Rachel Bean, who received a $9,485 Affinito-Stewart grant in 2005 for cosmic-acceleration research, recently received a $627,800 five-year grant from the National Science Foundation (NSF). Her research probes what astrophysical observations may reveal about dark energy, a force causing the universe to expand at an accelerated rate. Prof. Bean came to Cornell in 2005 with degrees from Cambridge, the University of London and Princeton. As PCCW’s Miki Kuhs ’81 reports in the Fall newsletter, Prof. Bean applied for the Affinito-Stewart grant on her department chair’s advice, says that experience “honed her grant-writing skills” and paved her path to the NSF. When not scoping the universe, she enjoys teaching and is an NSF grant reviewer.

Aerospace to Bio-Med
Marjolein van der Meulen
1998 Recipient
Multi-faceted Marjolein van der Meulen, was an assistant professor in Mechanical & Aerospace Engineering in 1998 when she won a $6,000 Affinito-Stewart grant for a pilot study of in vivo bone stain. Now focused on structural strength in bones, and on osteoporosis, she is her college's Swanson Professor of Biomedical Engineering, and a Senior Scientist with Manhattan’s renowned Hospital for Special Surgery. Tenured in 2001, she is a Co-Principal Investigator with the Cornell ADVANCE Center.

Design Diva
Sheila Danko
1997 Recipient
Then Associate Professor Sheila Danko of Design and Environmental Analysis was awarded $1,000 in 1997 for work titled “Making a Difference by Design,” and has been doing so ever since. Now, she is the College of Human Ecology J. Thomas Clark Professor of Entrepreneurship, awarded for her research, “Values-led Entrepreneurship by Design,” that focuses on the intersection of design thinking and leadership. Strengthened by her own multi-discipline design training, her scholarship, recognized in the US, UK, Japan and elsewhere, demonstrates ways in which “product and process innovation” combined with appropriate leadership from business, education and other areas, can lead to social change and enrich the human experience.

Legal Sleuth
Bernadette Meyler
2007 Recipient
Associate Professor of Law, Bernadette Meyler, used her $5,901 Affinito-Stewart grant in 2007 to examine a principle of "Originalism" used in the Supreme Court. Noticing that originalist opinions were “looking only at British common law at the time of the founding,” and disregarding Colonial common law, she located Colonial common law documents from that era (i.e. in South Carolina). Her research confirmed her thinking and she is now writing a book. She says the grant also “helped me build confidence when I was only a few years into the tenure track and had really not explored these larger research projects.” In addition, “It helped connect me to a network of women around Cornell when I was the only junior faculty member on the tenure track in the Law School.”

Musical Masterwork
Annette Richards
1999 Recipient
Associate Professor of Music and current Cornell Organist Annette Richards, received $6,000 in 1999 for an organ recording project: The Complete Organ Music of Melchior Schildt (1592-1667) on the prized Raphaelis Organ at Roskilde Cathedral, Denmark. We found this one, five-star review of her 2007 disc from Loft Recordings, and searched no further: Richards plays Schildt at Roskilde, Jan. 5, 2009 
Reviewer: John Patrick Mingay from CHARD, Somerset UK: A beautifully performed programme with clean articulation, musically informed phrasing and a fabulous palette of organ colour from a magnificent instrument.
Thriving on Regional Happenings

PCCW formed an Alumnae Committee in 1992, then renamed it Alumnae and Student Relations with separate vice chairs in 1997. In 2000 Alumnae Affairs became a separate committee led by Marcia Epstein PCCW 1995, with a name change in 2001 to Alumnae Relations. This marked the beginning of regional events to bring Cornell women together closer to where they live, which, over time, led to connecting with other alumnae who became PCCW members.

In 2002, PCCW’s annual schedule of two meetings a year was cut to one by the University to reduce the workload on Alumni Affairs. This prompted the Steering Committee to consider alternatives, knowing that member meetings always sparked new connections, momentum and friendship, and many would miss their second option.

In response, the Alumnae Relations Committee (now Alumni Engagement), chaired by Randy Segal PCCW 1999 followed by Anita Miller PCCW 1994, decided that PCCW members should plan more regional gatherings that would enhance local Cornell connections.

Phyllis Weiss Haserot PCCW 1997, as regional liaison for New York City, took the lead in New York, organizing meetings with speakers who included Jane Brody, Sheryl Wu Dunn (both PCCW 1990) and husband Nicholas Kristof, a program about developing musical shows, an architectural tour of Manhattan’s Upper East Side, interior design showcases, a Cornell architect’s space at the Brooklyn Museum to see “The Dinner Party,” and charitable events for business-attire recycler, the Bottomless Closet. Phyllis’s team also planned diversity events with such groups as the Cornell Black Alumni Association.

Continuing this momentum, in 2007 Diane Baker PCCW 2002, and Micki Kuhs PCCW 2005, planned an inspiring meeting in Chicago emphasizing the University’s goal of increased involvement by diverse alumnae featuring black and Hispanic law and business leaders.

In Los Angeles, Alumni Relations Chair Nancy Mills PCCW 1995 planned networking brunches featuring Jane Brody on healthy eating, and Dr. Gail Greendale ‘76 discussing menopause; a talk on a “green environment,” that echoed a PCCW meeting on Sustainability; and luncheons followed by tours of the Getty and Los Angeles County Museums. Florida members have followed suit, while in Washington, DC, Randy Segal and Sandy Vogelsang PCCW 1998, capitalized on members’ connections and the City’s resources to feature leaders in government and the arts.

Building on a model of the first PCCW weekend in Miami in 1990, in 2004 Anita, a lawyer in Albuquerque, planned a special gathering for “orphan” PCCW members from communities with no regular PCCW: a “virtual” PCCW weekend in Santa Fe. Beyond tours of Santa Fe, Los Alamos and Bandelier National Monument, the highlight was our city girls’ visit with Linda Davis PCCW 1999, at her cattle ranch in Chimarron, NM. In 2006, Frankie Tutt, PCCW 1995, of Colorado Springs hosted another “virtual” PCCW gathering at the historic Broadmoor Hotel, long owned by her family. Members toured a “secret” defense facility, the Air Force Academy, a training facility for US Olympic teams and a magnificent state park.

Diane Baker now chairs the Alumni Engagement Committee and under her leadership, PCCW groups in Philadelphia, Portland, Seattle, Upstate New York, Buffalo, Minneapolis, New Jersey and elsewhere are continuing to regionalize PCCW’s outreach.

by Anita P. Miller PCCW 1994
past Chair, Alumnae Relations Committee

Reconnecting Alumnae: Opening Curtain in 1990

The inaugural meeting of the President’s Council of Cornell Women, at Manhattan’s Hotel InterContinental on October 2, 1990, was filled with excitement and anticipation, from the founding Steering Committee, waiting to learn how their planning would be received, to the new members invited by a summer letter from President Rhodes, who had little notion of what to expect. Reviewing that launch is one more reminder that clear objectives were set from the top, and little time lost in getting started. So that we have it preserved, here are excerpts from the opening act.

When Chair Judy Monson introduced President Frank H. T. Rhodes, he inaugurated PCCW’s active status with his usual informality:

“I leaned over a moment ago and said to Pat (Stewart), ‘This is a marvelous sight,’ and I must confess, in my 13 plus years at Cornell, I have not looked out across an audience that fills me with a greater sense of potent inspiration... So welcome this morning, and thank you for the willingness you show, not only to travel and join us today, but to join in this marvelous journey that we are about to embark on together...”

President Rhodes continued: “Someone once said, ‘The audience is 50 percent of any performance.’ In this case, the audience is 100 percent of the performance that is about to begin!” He then told new members: “The real secret of this gathering is the sense of unanimity that’s pervaded it from the beginning. That doesn’t happen automatically.” Moreover, he had “warmly endorsed” the plan to establish PCCW from the first time he heard it.

“So what is it that we hope you can do together? My answer is everything! But we hope specifically that you will concentrate on a number of points.” He cited four that were “wisely decided” on through the Steering Committee: Student Life; Women Faculty and Administration; Leadership, Career Counseling and Role Models, and “possibly providing Development Leadership for specifically women’s issues.”

After members learned more about this PCCW game plan from Co-founder and Trustee Pat Carry Stewart and Cornell administrators, and had lunch, Steering Committee chairs led their first meetings with new members. By 4:30, the group reassembled for the Chairs’ summary committee reports – and this long-running President’s Council performance was under way. With many variations, this scenario remains a familiar working model.

“Ralph Bunch once said, ‘If you want to get across an idea of any sort, wrap it up in a person.’ And as I looked at the backgrounds of those of you here today, that’s exactly what we are doing... The Cornell idea is embodied by those of you here today and the professional and personal success that you represent:”

President Frank H. T. Rhodes’ closing to PCCW members, October 2, 1990, New York City
MEMBERS | 12

The Multiple Meanings of Membership

In lieu of attempting to summarize what membership in PCCW and reconnecting with Cornell have meant to members, we will let all of the foregoing articles speak for members as a collective, and a small sampling of individual observations and comments speak for us as individuals.

In a mini-survey at the end, PCCW Chairs provide a glimpse of the organization’s activities from their perspectives. Much of this story to date has been filled in during each chair’s two-year term. Note that Randy Allen took over in 1991 when Founding Chair Judy Monson’s career took her in Paris. Look on the PCCW website for the full survey and other 20th Anniversary features.

Membership and Leadership

PCCW was started in 1990 with 120 members. Of its founding members, 19 have served Cornell as a Trustee, while 23 more PCCW members have served as Trustees since 1990. The bylaws designate all women trustees as Ex-Officio members of PCCW during their trustee term.

“I stayed connected with Cornell since I graduated for the first 20 years or so by making a contribution to the Annual Fund every year. However, my real reconnection came with an invitation to join PCCW in 1991. Around that time I also was asked to join the Council. I am so grateful for having made the reconnection and ever since the early 90’s I have been every year becoming more involved with Cornell in myriad ways, culminating with chairing the search for our 12th President.

Did You Know?: Fun Facts about PCCW Members

- Two of the nine gutsy women who wrote War Torn, Stories of War from the Women Reporters who Covered Vietnam (2008) are Cornellians: Edie Lederer PCCW 1998, the AP’s award-winning chief correspondent at the UN, who also covered the ’73 Middle East war, the Gulf War, wars in Afghanistan, Somalia, Northern Ireland, Bosnia and elsewhere, and founding member Anne Morrissey Merick. Anne chaired PCCW’s first Quality of Campus Life Committee with its focus on students’ self-esteem, safety and success. Later an ABC producer, as a student she was a notable sports reporter and the first woman allowed in the Schoelkopf Field press box. In Vietnam, she broke the gender barrier again, persuading the Marines to allow women journalists access to the battlefield.

- To announce that Lucy Jarvis PCCW 1999, president of Jarvis Theatre & Film Projects, LTD in New York is internationally known as an advocate for women and for her theatrical and TV productions barely taps the surface. After she received the Soviet Union’s exclusive permission to film the Kremlin, French officials followed suit, allowing only Lucy to film in the Louvre. She was knighted by President Charles deGaulle and Andre Malraux as a Chevalier in the Order of Arts and Letters, then circled the globe to become the first Western journalist invited to film in China, and has recently revisited the family she filmed there.

- Founding member Ronay Menschel, a Cornell trustee emerita, held key positions in the Mayor’s Office in New York City and the state’s Metropolitan Transportation Authority (MTA) years back. As such, she was a guiding force in starting the MTA’s acclaimed Arts for Transit program which funds art installations by artists famous and obscure in subway and rail stations across the transit system. Celebrating its 25th year in 2010, Arts for Transit is hailed as one of the world’s outstanding programs for public art.

- Among many of PCCW members’ array of professional “firsts,” Denise Meredith PCCW 1993, who majored in wildlife biology at Cornell, went on to become deputy director of the US Bureau of Land Management in Washington, DC, the first woman appointed as the agency’s highest career executive. She later established her own consulting firm in Phoenix, has a string of awards and co-founded The Leadership Consortium, a non-profit that supports leaders of color.

- A life member of the Cornell Council, Grace E. Richardson, PCCW 1993, has served as vice chair of its administrative board and chair of its Nominating and Public Relations Committees, and on the Human Ecology Dean’s Advisory Council. A former Colgate-Palmolive VP for Global Consumer Affairs, in 2004 she become Board chair of the YWCA of New York City where, she wrote, “We are planning new, dynamic programs that will focus on key concerns and needs of women and girls in New York City.”

- Karen Polansky PCCW 1994, a former 2nd grade teacher who runs a personalized stationery and gift business and chairs the Sacramento, Cornell Club, is a Powerlifter who holds state, national and world records in the bench press, squat and dead lift.

“I have made so many new friendships by staying engaged with the University, among not only other alumni but faculty, deans, students and staff. What really is enjoyable is the opportunity to learn about the many interesting and innovative programs in all areas of study that abound at Cornell.”

~ Diana Daniels, PCCW 1992, retired Chief Counsel, the Washington Post Company; former Cornell Trustee and Board Vice Chair

“The original goal of identifying and involving outstanding alumnae for the benefit of the University turned out, additionally, to be a huge networking opportunity for business women. I remember one executive of an oil company in Houston saying she had never been at a meeting with so many women (from any industry) who were at her corporate level. In the early 90’s the glass ceiling was still a factor.”

“There were so many extraordinary Cornell women who had accomplished so much and held very responsible jobs, but who had not been involved in alumni activities. They had much to contribute to the University and to the support of other women both on campus and off.”

~ Carol Britton McCorkle, PCCW Chair 1993-1995
Presidential Councilor, Trustee Emerita
Expanding Family and Friendship Through Mentoring
A Story of Friendship

At the 1995 PCCW annual spring meeting in Ithaca, I met a young woman from Brooklyn. She said she definitely wanted to be a lawyer and would love to intern with me in New York City. I did not realize at the time that Karin Klapper was not the law student trustee I had anticipated, but an undergraduate trustee. Nevertheless, something about her personality and her determination made me say "yes" to her request. That summer, Karin interned for me at the Criminal Court Building in Manhattan. My court attorney, Heather Russell, and I, quickly fell in love with her.

Karin was smart, self-aware, sophisticated in some ways and marvelously artless in others, while also a joy to be around. She performed work in chambers that was just as good, if not better, than what we would have expected from a second or third year law student. After that summer, Karin continued to keep in touch. After graduating from Cornell in 1996, she spent a year in Jerusalem on a fellowship, then attended the University of Michigan Law School and kept me apprised of her professional and personal life. During this period, I was transferred to the Bronx with 11 years on the bench under my belt. I was also dealing with family medical issues—my father's death (at 85) and my mother's mini-stroke in January 2000. I had been the judge handling the (so-called) "Diallo" case, the African peddler shot by four police officers, until the case was transferred to Albany. I, too, was growing as a person as well as a judge.

Karin graduated from law school in 2000, a fully-blossomed woman who exuded self-assurance. She was now fully versed in the law and procedures of the American court system and, through her travels abroad, had an additional layer of professional insight into that system. I'd like to believe that I played some small part in her transformation from smart undergraduate to worldly professional, and from student intern to personal friend.

Karin joined Fried, Frank, Harris, Shriver and Jacobson as an associate and was a superb performer. She invited me to meet her fiance shortly after her engagement and I was delighted to attend her wedding in June 2004. I had been transferred again in 2003—remaining in the Bronx, but moving from the Criminal to the Civil Term and was just beginning to become comfortable with my new responsibilities. Karin joined a criminal defense firm, Stillman, Friedman & Shechtman, as an associate and was extremely well regarded. Although we talk less frequently, I learned that she was pregnant and leaving Stillman to spend time as a volunteer lawyer with the Kings County District Attorney's Office. When Karin's daughter Danica was born, she took a quasi-sabbatical before starting at the US Attorney's Office in the Eastern District of New York. In 2008, Karin and I took a horseback-riding lesson together in Brooklyn. The time spent with Karin was (per the commercial) "priceless." Our talks rambled naturally and easily across professional issues, family and other personal interests. As her mentor, I had learned to expand the parameters of the relationship to include learning as well as being taught by my mentee.

Writing this piece prompted me to call Karin. She is now an experienced Assistant US Attorney in the Eastern District in its Criminal (Narcotics) Division; and is "having a ball." Daughter Danica is two-and-a-half and Karin is expecting again. When we spoke, Karin told me her experience working as my intern had "hooked" her on criminal law. What a gigantic boost to my ego and a humbling feeling knowing I could influence others. I was comfortable telling her about my experiences in my final re-appointment process (retirement in NYS for judges is mandatory at 70).

I never envisioned that the court's intern system would offer a "mentor" anything than the pleasure of assisting a younger person to develop in their chosen field. Certainly, I never envisioned that the fact that the "mentee" was a woman who shared my alma mater would alter the mentoring relationship in any substantial way. Wow, was I wrong! Karin Klapper, a fairly orthodox young Jewish woman from Brooklyn, became my quasi-adopted daughter. And I, a black woman easily twice her age—became her friend. I hope that all PCCW members can experience what I did and I am thankful to PCCW for giving me the wonderful gift of friendship, family and collegiality.

by Justice Patricia Anne Williams, PCCW 1990
("...one of the most prominent African American jurists in the city,"
NY Times, April 1, 1999)
PCCW Chairs reflect in 2010 on the questions below, asked by no less a pro than the Associated Press Deputy Managing Editor for Special Projects, Sally Jacobsen PCCW 2002:

**Judy H. Monson**

PCCW Chair 1990-1991

What was the most significant achievement of your term in office?

It definitely was actually getting the PCCW going. Originally, I was asked to chair a Steering Committee to determine whether there was real interest and viability to a PCCW. At a luncheon meeting hosted by then-President Rhoades at the very new Cornell Club (the event actually was before the official opening of the Club) with a roomful of active and possibly active professional women alumnae, individuals volunteered for this Steering Committee. From there, we set up meetings and committees that led to my report to the President that recommended the establishment of the PCCW...I then became the Founding Chairman of the PCCW and the rest is history.

What were you most proud of?

Carol B. MacCorkle

PCCW Chair 1993-1995

Remember, I was the chair for the fourth and fifth year of the existence of PCCW. We suffered from growing pains. I felt that when I left office, we had turned the corner and PCCW was an established, recognized organization on campus and that the future looked good.

What were you most proud of?

**Randy L. Allen**

PCCW Chair 1991-1993

What was the most significant achievement of your term in office?

Initiating the grants program, and reengaging women with the university for the first time.

What were you most proud of?

That we worked closely with the University to learn about the state of the University and where we could be most helpful.

**Jan Rock Zubrow**

PCCW Chair 1997-1999

What was the most significant achievement of your term in office?

My most significant achievement and the thing I’m most proud of during my term in office was the creation of the PCCW Leadership Fund and the new focus on philanthropy. Prior to my term in office, fundraising wasn’t a key element of PCCW’s mission. However, I felt strongly that if PCCW was to have a voice on campus, then we needed to support our goals with funds, not just our efforts.

What were you most proud of?

**Deborah K. Smith**

PCCW Chair 1995-1997

What was the most significant achievement of your term in office?

One of the most important things we did was address the need for support for the women’s athletic teams. PCCW members got behind the idea, and funded a new pit for the gymnastic team. The athletes loved their new space, and we loved watching them! Supporting women’s athletics has been an important part of PCCW’s support for women students ever since.

What were you most proud of?

We strengthened PCCW during this time. We did some restructuring of the committees, brought in great new members, and got them quickly engaged in PCCW. We had very minimal support from the University, but worked together effectively and productively.
Toby Kleban Levine  
PCCW Chair 1999-2001

What was the most significant achievement of your term in office?

The creation of the Leadership Grant Endowment. Prior to my chairmanship, if any needs emerged that needed a quick response and money, we were unable to do anything about it without first raising funds, regardless of the severity of the need. Although the University cautioned against a campaign that did not have a specific purpose (people like to know the ways in which their money will be spent), we persevered and now have an Endowment worth more than a million dollars. This has enabled us to support the University’s goals and Cornell women’s needs more widely and in a more timely manner.

What were you most proud of?

The 10th Anniversary celebration. We had an outstanding turnout of members, many of whom brought friends, and opened a number of sessions to groups of University women, filling Barton Hall for Hillary Clinton’s talk. Thanks are due to the late Diane Blair, Mrs. Clinton’s good friend and a PCCW member for doing the “ask.”

At the time, Mrs. Clinton was running for Senator from New York. Thanks also to the University for coordinating all the security that was needed for the event. We also had our first (and unfortunately last) West Coast meeting in Palo Alto and another first – a meeting in Washington, D.C.

Deborah Gerard Adleman  
PCCW Chair 2003-2005

What was the most significant achievement of your term in office?

When I took over as Chair, the Fall meeting was dropped and PCCW moved to a Spring meeting only. The transition was a bit rocky as many members felt strongly about the opportunity to get together twice a year. But the reality of having the University support two meetings led to the decision. As Chair, I felt it was my responsibility to make as seamless a transition as possible in supporting our members as well as respecting the needs of the University. Though a bit of a challenge, we moved forward. We looked at different ways to have our members “get together” in the Fall and organized a Virtual Meeting where we had various regions organize an activity, preferably on the same weekend, with some similar programming to provide a PCCW experience. While it had some logistical challenges, I believe it showed the creativity of PCCW to come up with a unique response to what seemed to be a difficult transition, and I was very proud that our group was able to move on and make the best of the situation.

Martha F. Coultrap  
PCCW Chair 2001-2003

What was the most significant achievement of your term in office?

I went into the office with the goal to build from a strong base … to do the best I could to increase meaningful participation by the members … and increase our members’ positive impact on the lives of Cornell women faculty and students. Increasing meaningful participation also required increased visibility of PCCW. I met with each of the deans and we also instituted liaisons with each of the deans. Under my leadership, we continued the practice of reviewing the annual University Diversity and Inclusion report and meeting – along with the chair of University Relations – with President Rawlings to discuss the review committee’s conclusions and suggestions for improvement. We (also) increased interaction with faculty and deans, and began to partner with the Career Office in the Winter Extern and Spring Fresh Program.

What were you most proud of?

• Increasing the contact PCCW had with women faculty …
• Being part of the leadership … to complete the campaign to raise $750 million for the Leadership Endowment.
• Formalizing the review process of the Affinito-Stewart Grants, to have the office of the Dean of Faculty assume responsibility for the solicitation of the initial faculty reviews …
• Our three meeting programs were exceptional, with significant participation by members and faculty …
• The three years of research grants to undergraduates I conceived of …
• PCCW was on solid ground when my term ended, with active and productive committees.

Margaret Stack Turner  
PCCW Chair 2005-2007

What was the most significant achievement of your term in office?

Keeping PCCW alive and independent. There had developed a certain resistance in Cornell circles to the relevancy of PCCW in the post-women’s rights era. To counter this resistance, I worked with the Steering Committee and certain members of the administration to explore the concerns of the Cornell administration and to develop recommendations for the future focus of PCCW. We appointed a Task Force, chaired by Randy Allen, to interview key University leaders to obtain their candid views of PCCW, its contributions to the University, its current relevancy and its future. The Task Force also conducted a similar survey and interview of a wide sampling of the PCCW membership. The information from the Task Force formed the basis of a brainstorming session at the 2007 Annual Meeting. From this meeting, the PCCW membership agreed to engage in a greater collaborative effort to support Cornell’s priorities.

What were you most proud of?

Increasing the financial support by PCCW of Cornell women’s issues through the Affinito-Stewart Program. As I was once simultaneously a CEO, a graduate student and a mom, the awards made from the Affinito-Stewart Endowment to women teaching staff have always resonated personally. With the University’s blessing, the Steering Committee made the Affinito-Stewart Endowment PCCW’s top funding priority.

“I want to have girls educated in the university as well as boys, so that they may have the same opportunity to become wise and useful to society that the boys have.”  
~Ezra Cornell, in a letter to his granddaughter  
February 17, 1867
Laura A. Wilkinson
PCCW Chair 2007-2009

What was the most significant achievement of your term in office?

During my term as Chair, we began implementing the membership’s collective vision for PCCW that had been developed through an inclusive strategic planning process. We streamlined committee operations, increased communication with members and focused on sponsoring more local activities to engage PCCW members and other Cornell alumnae. We also introduced a long-term plan that will extend PCCW membership to more outstanding Cornell alumnae, while developing mechanisms for members to continue some connections with PCCW upon expiration of their term. Although implementing change is difficult, we focused on the goal of reinvigorating PCCW and reengaging more Cornell alumnae.

What were you most proud of during your years in office?

I am proud that during my tenure PCCW not only attained the $1 million mark for the Affinito-Stewart Endowment Fund, but also responded to President Skorton’s call for alumni to help the university provide scholarships to undergraduates who need financial assistance. We launched the PCCW Leadership Scholarship Fund, which will provide scholarship assistance to sophomore, junior and senior women who have demonstrated leadership while attending Cornell. This effort closely aligns PCCW with a key University priority while fostering PCCW’s core mission of supporting Cornell women.

Carolyn P. Landis
PCCW Chair 2009-

What was the most significant achievement of your term in office?

To address the primary mission of PCCW “to consult with the President of the University regarding issues important to Cornell women,” I have worked with Yael Levitte, Executive Director of the Cornell ADVANCE Center, to establish a cordial relationship between PCCW and the Senior Vice Provost responsible for hiring and promotion of faculty (including programs to ensure equity in hiring and promotion). This relationship will be essential to PCCW as functions of the Cornell ADVANCE Center are institutionalized by November 2011 when the five-year NSF ADVANCE grant ends.

What were you most proud of?

In addition to the relationship with the Provost and the ADVANCE Center, I am most proud of the video interviews with PCCW’s four recent grant recipients. They will be shown during the 20th Anniversary celebration and made available on the Web. Through these video interviews, produced by Laura Granger ’84, PCCW members and others will recognize the accomplishments of recipients of PCCW Affinito-Stewart and Leadership grants.

Looking to the Future: A Message from Our Chair

As we look forward to the next 20 years of inspiring work to advance women at Cornell, members of the President’s Council of Cornell Women continue to celebrate PCCW’s original mission. It seems remarkable how accomplished alumnae have made time in their very busy lives to serve Cornell, once offered this opportunity to make a positive impact on Cornell women. Whether working directly through mentoring and grant-making or at the policy level through consulting with the President and University officers, PCCW members continue to be motivated by a desire to improve the climate for women students, faculty and administration, not to mention our alumnae colleagues.

Here’s to the next 20 years!

Follow the evolution of PCCW at http://alumni.cornell.edu/PCCW/
“The most important aspect of receiving the Affinito-Stewart grant was the encouragement and recognition from the PCCW. It was very helpful to receive funding to initiate a new area of research; however the boost to my confidence was priceless!”

“The Affinito-Stewart grant offered me critical scholarly, moral, and financial support at a particularly sensitive time in my academic career: not just pre-tenure, but also a time of transition between ‘old’ work (Ph.D. research), and new emergent projects of study.”

Source: Affinito-Stewart Recipient Survey, February 2007
Prepared by PCCW University Relations Committee

“Beyond putting me in touch with so many smart, accomplished women who enjoy one another and work well together, PCCW has greatly expanded my appreciation of Cornell’s academic leadership. Every one of our meetings has introduced us to different facets of Cornell scholarship, critical thought and practical solutions.”

~ Barbara Buehrig Orlando, PCCW 1990
past Chair, Communications Committee

“At the heart of science are the words, I think, I wonder, I understand. Science is the search for understanding. Technology is how science is put to work.”

Dr. Mae Jemison PCCW 1990, astronaut and science teacher, speaking at PCCW’s 10th Anniversary Conference: “Celebrating Leadership.”
At the time (spring 2002) she was the PCCW A.D. White Professor-at-Large
“I pray that I may be all that she would have been had she lived in an age when women could aspire to achieve and daughters are cherished as much as sons.”

~ Ruth Bader Ginsburg ’54

a tribute to her late mother upon accepting her nomination as a US Supreme Court Justice, June 1993

After graduating from Cornell, Phi Beta Kappa, in 1954 with high honors in Government and distinction in all subjects, she entered Harvard Law school that fall as one of nine women in a class of more than 500.