

Dear Alumni and Friends,

This issue of the *Bulletin* examines the difficult act of "balancing" work and personal life, and the different choices Central's graduates have made in trying to achieve that balance. As Dr. Jann Freed notes, "there are



t Central College's first family: Betsy and David Roe with twins Caitlin and Caleigh.

no 'right' answers that apply universally to everyone." For some, the right choice is to pursue demanding careers and remain single or not have children; for others, working full or part time while raising a family is the right choice; others decide that one parent should stay home to raise children, permitting the other parent to focus on being the breadwinner. For many, changing financial and family needs will dictate different choices at different times. And for some in America, there is no choice — both parents' income is critical for the family's economic well-being. Yet most individuals, in candor, will confess that no choice leaves them entirely happy.

With growing knowledge of how much a child's brain develops in the early years, working parents may feel guilty that they are not staying home to give their child the benefit of focused, individualized attention. At the same time, stay-athome Moms and Dads may feel that society takes them less seriously and values their contributions less, because they are viewed as "wasting" their education and professional training "just" raising children. Those who feel their careers and companies demand such focus that they cannot make time for themselves or a family, may resent having to make such choices. Many single professionals feel they are in a double bind — expected to pick up an extra load at the office because they have "no one to go home to" while they need time to have a personal life and, if they choose, marriage and a family.

As the story of Aaron Vermeer '93 makes clear, balancing work and family life is not just an issue for women. A new generation of fathers is seeking greater involvement in the lives of their children and faces the same challenges and choices as their spouses regarding their careers. Many women also recognize they need a supportive and equal partner to juggle work and family responsibilities in order to be successful in the work world.

When our twin daughters were born in 2001, I was fortunate my husband David was a true partner as a caregiver, particularly in that hands-on first year, even taking responsibility to get up with one daughter each night. We continue to be partners at home and at work, as we fund raise and work together for the college, and he is very supportive of my civic and state involvement, caring for the children when I have commitments.

David and I believe a Central College liberal arts education provides the best possible foundation for our graduates' dual roles as workers and parents for three reasons. First, Central's education gives a firm grounding in critical analytical and communication skills, and teaches individuals how to learn new subjects and skills. For parents who may be in and out of the workforce during their lifetime, a Central education gives them the ability to find new ways to apply their aptitudes and abilities to continue to earn a living. Second, exposure to science, the humanities and arts broadens a parent's understanding of a child's mental and physical developmental needs, gives a parent a foundation for helping instill values and cultural sensitivity in a child, and helps the parent enrich the child's life and enhance his or her intellectual capability with exposure to music and the arts. Third, a Central education instills a lifelong mission to serve others. Many "stay-at-home" parents provide countless volunteer hours in classrooms, hospitals, homeless shelters, nursing homes, churches, and food banks, at community events, in local government and on nonprofit boards – utilizing their education and expertise to make a significant difference.

So whatever your own personal choice for striking a balance between work and personal life, I think you will find the stories of other Central graduates' challenges and choices both interesting and reassuring. The only right answer is your own.

With warm regards,

Betsy L. Roe

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college disciplinary action.



FAMILIES 8

Finding time for families and careers is an on-going challenge. For Central alumni, there is no single "right" way.

15 FACULTY VOICE

Jann Freed, Central alumna and business professor, writes about her family and the challenges her students face in balancing careers and family.

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Terri Snyders Crumley '89 and daughter Ella play after Crumley returns home from work.





SEEING DOUBLE Central twins Lindsay and Raegan made it a Schultz sweep in the NCAA heptathlon.

AROUND THE POND

Student Awarded National "Mixing It Up" Award in Philidelphia

Cheri Doane is convinced: junior Carrie Hill is going to change the world. Doane, director of community-based learning at Central College, nominated Hill for the "Mixing It Up" Award at the National Campus Outreach Opportunity League (COOL) Conference in Philadelphia, Pa.

Doane and Hill, as well as Renee Sedlacek '05 and sophomore Adam Gregg '06, journeyed to Philadelphia to experience the National COOL Conference in March. At the conference, 14,000 students surrounded Hill when her name was called to accept the national award.

"I just sat there," Hill said, remembering her initial shock. "I saw Cheri stand up and cheer, and all I could do was sit there. The 'Mixing It Up' Award is presented to students who fight against racial oppression and discrimination on college campuses because it seems to be an issue in the United States."

Sedlacek initially became interested in COOL when she found out that the organization strives to strengthen college communities through service and action. Sedlacek explored COOL's Web site and found the "Mixing it Up" Award.

"I immediately thought of Carrie," she said.

Doane agreed with Sedlacek's recommendation. Because of Hill's ability to

communicate with others, as well as her dedication to service in and out of the classroom, David Roe, president of Central College, Tim Phillips, vice president for student life, and Doane felt she was a perfect candidate.

"Carrie has been a true leader on campus in relation to cultural awareness. It is her desire to be an agent for change, and that's what the award was about," said Doane. "As one of our few minority students [on campus], she has a unique perspective on issues related to diversity."

SUTPHEN NAMED ADVANCEMENT TEAM LEADER

Dave Sutphen was promoted to associate vice president of advancement planning and operations at Central



College in July. Sutphen, a 1961 Central graduate was the director of gift planning at Central for the past four years. He replaces Ron Bagnall who had-

served a two-year term as vice president of college advancement.

"We are very fortunate to have someone already on board at Central who has



Carrie Hill '06 brings home a diversity and leadership award.

incredible passion for Central and the community," said David Roe, president.

"He has shown a talent for fund raising, and I feel good about where we are headed as a college."

Sutphen will also lead *The Campaign* for Central, a five-year fund-raising campaign. As the campaign nears, and hopes to exceed, its \$50-million goal in the next year, Sutphen and the entire advancement team will be traveling across the country talking with alumni and friends.

"It's a great time to be at Central," said Sutphen. "I have a wonderful group of people I work with and am optimistic for the next phase. We are all working for the future of Central College. We have passion for Central, and I'm leading a group with a goal in mind to better this place. We're definitely going from good to great."



Central's new bridge was installed immediately prior to the start of classes. For a live look, visit Central's Web camera at www.central.edu/computingservices/webcam/.

COLLEGE REPLACES 37-YEAR-OLD BRIDGE

Central's bridge, its most-often remembered landmark, was removed early June, and a new bridge was dedicated on the first day of 2004-05 academic year. Charlie Farver, a Central board member, donated the new bridge in memory of his father, Paul Farver.

Not only does the new bridge resemble Dutch architecture, designed after a bridge in an Amsterdam park, but also it addresses many safety and handicap accessibility issues the old bridge did not. Constructed in 1967, the bridge had one requirement — to be tall enough so that ice skaters would be able to pass beneath it.

The new bridge was fabricated by RW Metals, designed by Smith and Metzger, architects from Des Moines, and the side infill panels for the bridge were supplied by Pella Supply Co.

Watch for more information to come in the next issue of the *Bulletin*.

NANCY WRIGHT EARNS 2004 IOWA TRIO ACHIEVER AWARD

Nancy Wright, a 1984 Central College graduate and director of Central's Educational Talent Search (ETS) and GEAR UP programs, was recently awarded the 2004 Iowa TRIO Achiever Award from Mid-America Association of Educational Opportunity Program Personnel (MAEOPP). This award is given annually to a former TRIO participant who has succeeded in college and made significant contributions in his/her professional and/or civic life.

Wright credits her participation in Student Support Services at Central College with helping her improve, then excel academically during her years as a student at Central College. She went on to earn a master's at Drake University and is presently a doctoral candidate at the University of Iowa where she also teaches human relations for prospective teachers.

Wright is recognized throughout the TRIO community for her expertise as a project director; her service to her state, regional and national professional associations; and her advocacy for low-income and first-generation students. Her ability to build successful collaborative relationships resulted in a successful partnership with the Des Moines Public Schools to develop a GEAR UP project in 1999.

PELLA'S ROTARY CLUB DONATES 40 INTERNATIONAL FLAGS TO CENTRAL

Pella's Rotary Club and District 6000 of Rotary International presented a set of 40 international flags to Central College at the senior honors convocation, in Douwstra Auditorium, last April. Rotary International is celebrating its 100th birthday during the 2004-05 program year. The group decided to donate the flags to help the college celebrate its sesquicentennial.

"The purpose of this project is to provide a dramatic, ongoing way of supporting and celebrating the commitment to international education and the appreciation of diversity that is shared by Rotary, Central College and the community," said Pella Rotarian Jim Ebbers '48.

"The flag project demonstrates the principle that we do not exist in isolation to the rest of the world but in and through strong relationships with other countries, communities and peoples."

Special emphasis was put on flags representing the countries where Central has study abroad sites. Central is recognized for its international programs. Nearly half of our students study abroad at one of 10 international sites in London and Colchester, England; Carmarthen, Wales; Paris, France; Vienna, Austria; Leiden, the Netherlands; Hangzhou, China; Eldoret, Kenya; Granada, Spain; and Mérida, Mexico.

Among its international interests, the Rotary sponsors an international student exchange program at the high school level and provides ambassadorial scholarships at the undergraduate and graduate levels.

CAMPAIGN ENTERS ITS FINAL YEAR

The Campaign for Central continues to roll forward! The goal of \$50 million is achievable with \$45,098,384 already committed as of July 31, 2004. Many more gifts are needed and anticipated by June 20, 2005. The advancement team with the support of David and Betsy Roe, trustees, alumni and friends, is busy traveling through the country, hosting campaign celebration events. The upcoming campaign event schedule is:

Seattle – Sept. 14 Kansas City – Oct. 11 New York City – Oct. 26 Cedar Falls/Waterloo – Nov. 9

S U M M E R 2 0 0 4 3

SERVICE TO OTHERS

CENTRAL DONATES 40 COMPUTERS TO FAMILIES OF MILITARY PERSONNEL

Central College donated 40 used Dell PIII Optiplex computers to families of Iowa National Guard and Reserve members who have loved ones serving in the military overseas, as part of an initiative by the Citizens for Family Support of the Guard and Reserve.

Lee Vande Voort, director of Central's computing services, said the donation was a great way to make use of computers that no longer worked for student labs but are fine for people e-mailing with dial-up modems.

"Providing this computer equipment to military families in Iowa is a small way Central can contribute to our nation's efforts, and will hopefully help families who are making daily sacrifices because of the absence of their loved ones," said Vande Voort.



Members of the Iowa National Guard came to Central to load up donated computers and deliver them to families.



Thank you, class of 2004, 1953 and others, for Central's newest spot to soak up the sun — the patio on the south side of the Weller Center.

NEW AWARDS ESTABLISHED

Gary Dirksen '69, former coordinator of institutional research, established the Gary Dirksen Women's Basketball Achievement Award last spring. This award complements the men's award that Dirksen established in 2001. An avid Central basketball fan, long-time helper at the Tulip Time brat stand and a "tag along" on many basketball trips, Dirksen wanted the award to annually honor an outstanding athlete who has achieved on and off the basketball court, displaying strong academics, leadership abilities and community involvement.

Travis Sterling '93, PT, CSCS, and strength and conditioning coach, established the Sterling Strength and Conditioning Athlete of the Year Award to honor one male and one female strength and conditioning student each year.

SENIOR CLASS GIFT CREATES PATIO

The class of 2004 leaves behind a tangible reminder of its generosity and

support of Central College. Through the senior class challenge campaign, members of the 2004 graduating class, combined with gifts from the class of 1953 and special gifts from the campus community, created a patio area for study and leisure on the south side of the Weller Center for Business and International Studies. The class raised over \$1,500 for the project that was completed with a stone pathway, benches and landscaping. Classmates from 1953, who celebrated their 50th reunion in fall 2003, chaired by Dr. Dwight Smith, also helped support the project.

The senior class challenge, which started with the class of 1999, was designed to educate seniors about alumni support and give them the opportunity to give back to campus, leaving it better than when they began.

"It's not about gift size but about participation, being a part of the tradition of helping other students have a great Central experience," said Central Fund director Mike Gens '95.

A L U M HAPPENINGS

YOU'RE INVITED

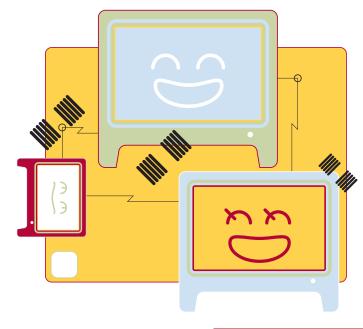
You're invited to the final party of Central's sesquicentennial celebration. The year-long 150th birthday party wraps up at Homecoming 2004, Sept. 23-26. From special alumni art exhibits to golf tournaments, alumni a cappella choir performances to a battle of the alumni bands (check out those '70s garage bands), a parade and, of course, the football game, Homecoming has it all. Reunion classes of 1954, 1959, 1964, 1974, 1979, 1984, 1989 (clustered with 1988 and 1990), 1994 and 1999, along with all GOLD (graduates of the last decade) have special activities planned. Come join in the fun! Check out the details online at www.central.edu/alumni/ or call the alumni office toll free at 800-447-0287.

VOLUNTEERS NEEDED

Would you be willing to help register alumni during Homecoming Sept. 24-26? If you have a few hours to help us in the information tents, contact alumni@central.edu or call 800-447-0287.

RETURN TO SENDER

Does your Central mail come to you correctly? Do you prefer Mrs. or Ms.? Do you want both your name and your spouse's on the envelope? Does your mail from us address you as James and you'd like to be called Jim? We're happy to make changes. Contact our office if you have any adjustments.



CREATE YOUR OWN CLASS REUNION

Join over 2,600 Central alumni now registered for the online directory. Look up old friends, e-mail former teammates, learn about families and careers, and do so in a secure alumni-only environment.

To access the online directory you must first register. Call toll free 800-447-0287 or e-mail alumni@central.edu to receive your registration information. We'll have you up and running quicker than you can say "Go Dutch!"

"Thank you for the Central College online alumni directory! When I registered for the directory on the Central Web I was able to make an immediate connection with two of my Scholte 'Penthouse' buddies that I hadn't been in contact with since 1984. One of them was my roommate Now we're planning a mini-reunion at Homecoming this September. It's been great!"

— Karen Morrow McVey '84

UPCOMING ALUMNI EVENTS

Saturday, Sept. 18, 2004 Friday, Sept. 24, 2004 Friday-Sunday, Sept. 24-26 Saturday, Oct. 2, 2004 Saturday, Oct. 23, 2004

Football tailgater at Simpson in Indianola Hocker golf tournament

Homecoming

Football tailgater at Coe in Cedar Rapids Central Service Day (Des Moines, Pella, Dallas, Washington, D.C., Kansas City

and Twin Cities)
Family Weekend

Friday-Sunday, Oct. 22-24

S U M M E R 2 0 0 4 5



Double Trouble on the Track: Schultzes Sweep NCAA Heptathlon

- Central's Raegan Schultz (right) and twin sister Lindsay finished one-two in the heptathlon at the NCAA Div. III women's track and field championships.
- u lowa Conference MVP Corrie Schmidt helped Central gain its 19th consecutive NCAA Div. III softball tournament berth.

SCHULTZ NATIONAL CHAMPION IN THE HEPTATHLON, FIVE EARN ALL-AMERICA HONORS

Senior Raegan Schultz won the heptathlon title at the NCAA Div. III national track and field championships in May. Schultz set a new national meet record with a score of 4943 points.

Her twin sister Lindsay finished runner-up with a score of 4835 to earn her third all-America award in the event. Raegan was third in the heptathlon in 2002 and was runner-up last year.

Freshman Alicia Whisner was seventh in the javelin with a toss of 140-9. She set the school record earlier in the year with a mark of 142-10.

Cale Van Genderen earned all-America status, placing sixth in the high jump at 6-9. Tanner Whipple received an all-America award for seventh in the 400-meter hurdles (54.50).

Raegan Schultz also earned CoSIDA Academic All-America first-team honors.

Coach Kevin Sanger was honored as the Central Region's coach of the year. Sanger also earned Iowa Conference coach of the year honors after leading the Dutch men to their 11th league title.

DUTCH GOLFERS TIE FOR NINTH AT NCAA MEET, RECORDS FALL

The Central College men's golf team tied for ninth in its 25th appearance at

the NCAA Div. III national golf championship. The Dutch broke the school's NCAA tournament record with a score of 1215, one stroke better than the 1996 team.

Patrick McElyea tied the school record for low score at nationals with a 72-hole total of 297.

The Dutch finished second at the Iowa Conference tournament. Senior Alex Schenfeld led Central with a fifth-place finish at 298 (73-78-75-72). Schenfeld received all-conference recognition.

McElyea was named to the GCAA PING All-America third team. McElyea, Nick Grossman and Kyle Matzen, earned



Cleveland Golf All-America Scholar honors.

DUTCH SOFTBALL IN POSTSEASON FOR 19TH YEAR

Central appeared in its 19th consecutive NCAA Div. III softball tournament.

Central won its third straight Iowa Conference championship and 10th overall. The Dutch ended league play with a 13-3 record by taking the final two conference games from Simpson for the title. Pitcher Corrie Schmidt was named the league's MVP while George Wares earned coach of the year honors. Catcher Stef Miller, outfielder Laura Anderson and designated player Tina Shimak joined Schmidt as first-team all-conference selections while first baseman Anne Legg repeated as a second-team choice.

The Dutch closed with a 35-9 record, falling in the regional final to eventual national champion St. Thomas (Minn.).

Schmidt compiled a 25-7 record with a 1.28 earned run average. Legg batted a team-high .397 while Shimak shattered the school season home run mark with eight in her freshman campaign.

MEN'S TENNIS TEAM FINISHES SECOND AT IIAC TOURNEY

Central College's men's tennis team finished second at the Iowa Conference tournament behind top-ranked Coe.

Central's number one player, Nick Cochrane, was named to the all-Iowa Conference team for being a quarterfinalist in flight A singles. David Brondyke was picked for the flight B singles allconference team.

Ryan Dierks, Jason Ford, Aaron Enderlin and Kris Walters, along with Cochrane and Brondyke, were selected to the all-conference doubles team.

Central closed out the 2004 campaign with an 18-8 overall record and ended the season ranked 20th in the region in the ITCA poll.

BASEBALL WINS 20 IN COACH'S FIRST YEAR AT CENTRAL

The surprising Central baseball team rallied to post a 20-22 record under new coach Adam Stevens. It was the school's third-highest win total.

Four Central players landed a spot on the all-Iowa Conference teams. Steve Gebhart and Pat Johnson were first team selections while Matt Rohach and Austin DeHoogh were second team picks.

Central catcher Adam Duerfeldt was named to the academic all-district team.

BURNS HIRED AS CENTRAL WOMEN'S SOCCER COACH

Rick Burns was named as Central's head women's soccer coach. Burns replaced Cory Ann Ellis who coached at Central for two seasons. Burns served as head soccer coach at Gordon College (Mass.) since 1999. He has coaching experience at all three NCAA divisions.

In 22 years, he holds a 242-142-21 head coaching record and has had 19 winning seasons.

The Dutch were 7-9 overall in 2003 and finished with a 3-5 Iowa Conference record.

REED RETURNS TO CENTRAL AS WRESTLING COACH

Wabash College (Ind.) head coach Eric Reed has been named head wrestling coach at Central.

Reed, a former Central assistant, replaces Matt Diehl, who resigned in April following a seven-year stint.

Under Reed, Wabash placed second at the NCAA Div. III Midwest Regional, the school's highest team finish in 17 years.

A graduate of the University of Wis.-La Crosse where he competed under former Central head coach Greg Lonning, Reed was a two-time Division III all-American.

The Oskaloosa native later was an assistant coach at Wis.-La Crosse and served as an assistant at Central from 2000-02.

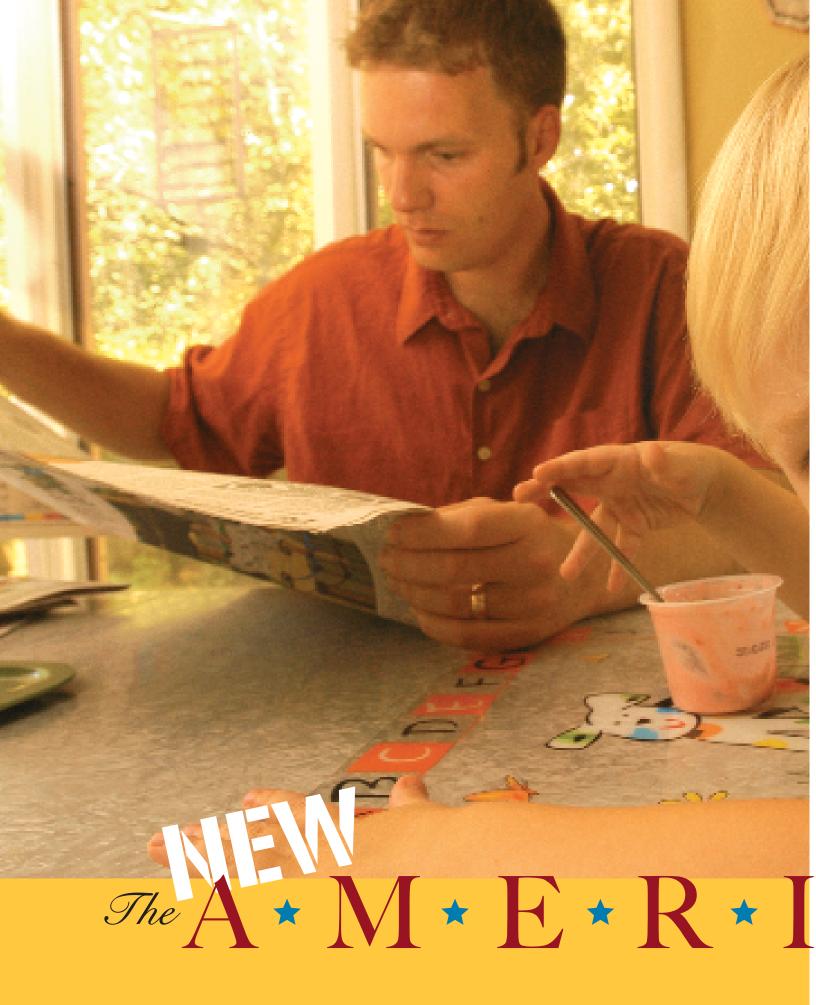
SCHABEN TO HEAD WOMEN'S GOLF PROGRAM

Jodee Schaben has been named Central's head women's golf coach.

Schaben replaces Greg Hoekstra, who served as coach for five seasons.

Schaben, a graduate of the University of Wis.-Stevens Point, was a team captain for the Pointers. She's also an experienced golf teacher, giving group and individual lessons, coordinating golf camps, and teaching a golf class at Iowa State University.

At Iowa State, Schaben earned a master's degree in health and human performance with an emphasis in sport psychology and she is scheduled to receive her doctorate in health promotion there in December.





It's 7:30 p.m., long past dinner, and 3-year-old Ian Crumley decides it's time to eat again.

"Mommy, I want a waffle!" he says, his flaming red hair bobbing up and down as he dashes back and forth in front of the freezer.

"You want a waffle? Now?" says his mom, Terri Snyders Crumley '89.

"Yes!"

There's no way around it. Crumley simply smiles, shakes her head, and hands him the bag of waffles.

Ian promptly dumps them on the floor. "Oops," he says.

Meanwhile, 10-month-old Ella is pulling herself up against a chair. She's learning to walk, and along with walking comes crash-landing.

However, nothing seems to faze Ella. "She's so easy-going," Crumley says.

Ian settles down to eat his toasted, syrup-drenched waffle in slow, methodical bites. Between putting Ian's pots-and-pans drum set away, steadying Ella, and telling her husband Tim about the waffle incident, Crumley has her hands full.

Crumley, associate director of admission and coordinator of fine arts recruitment at Central College, admits her job is often a respite from her hectic household. She also confesses handling all the demands would be doubly difficult if it wasn't for Tim. "It's a team, with your spouse. I really feel for single parents. You have to be able to help each other out," she said.

When it came time to leave her children to return to work, Crumley didn't have feelings of guilt like some women do today.

* C * A * Family

by Melissa Miller '05

"I love my job. I love my children, and I'm a good mom because I work. I think sometimes you have to be first. You can't have regrets. You have to be happy — a happy person makes a happy mother, a happy spouse," she said.

Crumley, who has a doctorate degree in vocal performance and pedagogy, said her extensive investment in a college education was one of the main reasons she chose not to be a stay-at-home mom.

IN THE UNITED STATES, SOME THINGS haven't changed since the days of June Cleaver — the majority of child care is still left up to the mother.

Educated women like Crumley continue to make a tough choice — whether to bring home the bacon or sidewalk chalk the driveway with the kids. In families across America, everyone's doing something different.

One thread of truth in the web of day cares, busy career moms, and mothers who still sing their children to sleep is this — what works for one family does not necessarily work for another.

According to a March 22 article in *Time* magazine, 72 percent of mothers with children under 18 are in the work force. In comparison, a much smaller figure — 47 percent — contributed to the work force in 1975.

However, Central College psychology professor Peggy Fitch said not all of these women are in the same socioeconomic category.

"I think there are differences between different groups of women. Higher-educated women can afford to make a choice," she said.

Patricia Ireland, presidential campaign consultant, former president of the National Organization for Women (NOW), a national feminist organization and a special sesquicentennial speaker on Central's campus last spring, has dedicated her life toward improving social and economic conditions for women in the United States and around the world.

She said a relatively few, privileged mothers have a choice about whether to be in the paid workforce. According to Ireland, as the wage and wealth gap between the "haves" and the "have-nots" continues to widen, the number of women who are able to opt out of working for pay will likely drop.

Ireland said, "The majority of families now depend on the income of a woman. They are families headed by women alone or those with two parents that cannot get by on the pay of only one of them." Ireland has spent much of her career encouraging women to create more choices in their lives.

"When women opt out of the paid workforce, they make themselves far less secure financially and emotionally," she said. "But while our culture professes great reverence for mothers and some call motherhood women's highest calling, no other job leaves women as vulnerable as full-time mother and homemaker."

Nevertheless, in describing some stay-at-home moms today, the word "vulnerable" doesn't come to mind. Stay-at-home moms now include accomplished doctors and lawyers who formerly earned six-figure salaries.



22% OF TODAY'S STAY-AT-HOME

Terri Snyders Crumley, with daughter Ella (left) and son Ian (right), spends quality time with her children during the evenings and on weekends. Her day job, as associate director of admission at Central, is hectic and challenging, but not something that Terri was willing to walk away from.

Time magazine reported that 22 percent of today's stay at-home moms hold graduate or professional degrees.

Catalyst, a research and consulting group that focuses on women in business, said that one in three women with M.B.A.s are not working full-time.

Betsy Roe, consultant and ambassador for Central College, is a prime example of an accomplished woman who no longer works full-time. After studying at Oxford University in England as a Rhodes Scholar, she earned a law degree from Yale Law School in 1984. She clerked for U.S. District Judge Charles S. Haight Jr. in Manhattan, then became a corporate lawyer with the Wall Street firm of Davis Polk & Wardwell, practicing in the firm's New York and London

offices. In 1991, she was chosen to serve as a White House Fellow in the White House Office of Domestic Policy during the first Bush administration. After leaving public service in 1993, she became federal regulatory counsel for Bell Atlantic in Arlington, Va.

When her husband David became president of Central College in 1998, Roe stepped away from law.

She said, "David and I felt it was important to be teammates and work together. We also wanted to create an environment [at Central College] where people could get to know us. For all those reasons, I made the decision not to practice law. I've never had any regrets about that. What

to practice law. I've never had any regrets about that. What

Though she is no longer employed full time, Roe hasn't been letting her law books collect dust.

She utilizes her law expertise by participating in a host of volunteer activities. She is involved in local and state activities and currently serves as a member of the Iowa State Banking Board and the Iowa Ethics and Campaign Disclosure Board, and as a director for the Marion County State Bank in Pella. She was appointed by Gov. Thomas J. Vilsack to the Strategic Planning Council for the State of Iowa; helped found a nonpartisan education association, Iowans for a Better Future; chaired a 2010 strategic planning effort for

Betsy Roe, (left) spouse of Central president David Roe, chose to put aside her full-time law career when she moved to Pella, and serve as David's partner in fund raising and support for the college. When their twins (Caitlin and Caleigh, swinging high) were born two years later, she found the additional support of a nanny allowed her to maintain her role as a community and state volunteer as well as continue to assist with Central activities.

the city of Pella; and chaired Pella Dollars for Scholars and the Pella Charity Ball.

"Stepping back [from your career] for some period of time doesn't mean for the rest of your life you will never use your skills," Roe said.

MOMS HOLD GRADUATE OR PROFESSIONAL DEGREES.

I'm doing right now is so much more soul-satisfying."

Roe's personal recipe in being able to manage a demanding career, marriage and family is to put off marriage and family until a later age.

She said, "Yes, you can have it all, but you can't necessarily have it all at the same time."

Since the birth of their twins, Caitlin and Caleigh, now 2 1/2, Roe admits life is a little more challenging.

"I work 20 hours a week for the college. My primary responsibility is helping with fund raising. It was easier before we had the twins!" Roe said.

During lengthy periods of fund raising, the Roes try their hardest to take the twins with them. They try to spend traveling weekends doing activities the twins enjoy.

"We have a nanny — a single, child-care provider who makes it so much easier for us to do what we do," Roe said. The nanny also accompanies the family on trips and, according to Roe, is extremely flexible, which is necessary for Roe's erratic schedule.

LIKE ROE, BEING A MOM AND A VOLUNTEER is a full-time job for Donna Davisson Smith '81. She has served on boards for the Pella Community Foundation, Pella Dollars for Scholars, Central board of trustees and volunteered for the Pella Opera House, as well as her children's schools.

Smith, a former assistant vice president of corporate communications at Allied Insurance, left her job at the end of 1999 to become a stay-at-home mom.

Smith says she has no regrets for not continuing on in the workforce.

She said, "There are times I miss the people and participating in some of the activities of my career, but the opportunity to be with my family more, as well as participate in community activities, is even more satisfying."

Smith said her son Aaron, 14, and daughter Addison, 11, definitely noticed a difference in the household once she stopped working.

SUMMER 2004

"They loved having me around more, and it definitely decreased anxiety about who would be home in time to pick up the kids. If the kids were sick, there weren't the frantic phone calls between my husband and me about who would be able to go pick them up at day care," she said. "I am able to take my kids to sports practices and golf tournaments during the summer myself instead of a sitter."

For many families like Smith's, day care can be a blessing. It shoulders the burden for working moms and dads and provides a safe haven for kids to play.

Many families struggle with the thought of putting their children in day care. Some have vetoed it for reasons including high cost, low quality and low amounts of attention their children may receive.

Fitch said day care is an issue in the United States that has received little to no consideration.

"There is a lack of availability, of affordability, and high quality day care," she said. "I think it's challenging because we're not a family-friendly culture. We have little affordable child care, and the government does almost nothing to support that. We do very, very little to help people combine work and family."



There was a noticeable difference in the house when Donna Davisson Smith (above) left her career as assistant vice president of corporate communications at a major insurance company five years ago to stay at home with her two children (Aaron, back seat, and Addison in front). Now the soccer mom finds new challenges in church and volunteer work while her children are in school.

According to Then and Now: Changes in Child Care Staffing 1994-2000, directors and staff members are leaving child care facilities in mass quantities, which helps contribute to the lack of quality in child care centers. A Then and Now study found in 1996, 75 percent of day care teach-

ers and 40 percent of directors had quit four years later. Some child care facilities had turnover rates of 100 percent or more from one year to the next.

The poor reputation of some day care facilities cause many parents to shy away, but some parents hit the nannyjackpot. Roe can attest to that.

Roe said a part of the problem rests in the hands of companies.

She said, "In the American workplace, we ask more and more of our employees. The business world needs to help its employees to strike a better balance."

However, the light may be dawning.

"There are a few more companies that offer flex time, job sharing or child care on site," Fitch said.

Ireland also believes there's hope.

She said, "Employers find it necessary [to help women balance home life and career] in order to have access to the best and brightest of 100 percent rather than just 50 percent of the possible workforce, as more men also demand more balance in their lives."

Roe and Fitch both agree that the higher up a woman goes in her career, the tougher it is to balance a job and family.

IN 1996, 75% OF DAY CARE TEACHERS AND 40% OF DIRECTORS HAD QUIT FOUR YEARS LATER. SOME FACILITIES HAD TURNOVER RATES OF 100% FROM ONE YEAR TO THE NEXT.

Tamre Sutphen '89, executive vice president of Tara Toy Corporation, was offered a job in the toy industry 16 years ago, and she's been climbing the corporate ladder ever since. "The key word is 'balance," she said. "I constantly have to remind myself that I need to just take a break from work. I am very fortunate that I love what I do for a living but even when you love what you do, you need a break."

Sutphen acknowledges the fact that companies now ask more and more of their employees, which means more hours worked and more time spent on e-mail and laptops at home.

For Jennifer, having Aaron home with Henry lessens the guilt of being a working mom.

She said, "Aaron's brother's wife calls us the 'Guilt Generation' — particularly for women."

Fitch also has noticed the "guilt phenomenon."

She said, "Some women feel guilty — my colleagues, friends and family members are included. It seems to me that if women have children and are employed outside the home, they feel guilty, but if they decrease their work, they feel guilty. Women feel guilty no matter what they do."

The Vermeers also indicated they know a number of people who would become stay-at-home dads if their financial situations permitted them.

At one point, Mike Coutermash '91 worked out of the home when his wife, Cheri Batshelet Coutermash '93 gave birth to triplets in June of 2000.

"Mike working out of the house was my saving grace," Coutermash said. "Mike and I had no time for anything. We were walking zombies the first year, especially the first six months. Having three kids at once took a toll on us."

Though she spent 23 weeks of a 34-week pregnancy on bed rest, Coutermash continued to work at Hollister in Boston, an employment agency. She even worked on the day she gave birth. Coutermash was at Hollister as a recruiter in the administrative division until they relocated to Michigan so Mike could continue working for Gillette.

After having children and moving back to Massachusetts in August 2003, Coutermash asked her old boss, if she'd be able to work from home, and her boss loved the idea.

"Now my job is mindless work; however, I enjoy the fact that I can do it from home and not have to pay for day care. I do administrative work for them until the kids go to preschool this fall and then onto kindergarten the following year. Once I have more free time, I will become actively involved with recruiting again," Coutermash added, "It's just impossible to do at this point in time because I'm unable to speak on the phone. [The kids] are constantly yelling and fighting."

Knowing that she has a job is a comfort to Coutermash.

"Heaven forbid if something happened to Mike, and it was up to me to provide for my three kids by myself," she said. "I would feel so much better knowing that I already had a career or at least current skills so that it would be easier to make the transition to being sole breadwinner."

Ireland agrees with Coutermash. She says it's important for women to understand employers rarely see a woman's experience in managing a household and family as having any relevance to the jobs that are available.

"Even a woman who has taken just a few years out of the paid workforce to care for her children while they are



1 IN 3 WOMEN WITH M.B.A.s ARE NOT WORKING FULL-TIME, AS COMPARED TO 1 IN 20 FOR THEIR MALE COUNTERPARTS

little and then gone back to an outside job finds that for social security purposes, her work at home is deemed to have had no value and that zeros will be averaged into her wage record for those years," Ireland said. "Those zero years and women's generally lower wages mean that women's social security benefits are lower, and more widowed women are poorer than their male counterparts."

Even so, overall, the most rewarding experience for Terri Crumley, Betsy Roe, Donna Smith, Aaron Vermeer, and Cheri Coutermash is not a career — it's having a family.

For these men and women, the costs of a job, or balancing a job and family, are far outweighed by the rewarding experience of having children.

"The rewards are unconditional love, laughter, fun," Coutermash said, "Gray hairs, toys thrown all over the house, activities that you love to do but forgot about as you got older — blowing bubbles, chalking all over the sidewalks, playgrounds and dancing in the yard."

STATISTICS ACCORDING TO TIME MAGAZINE, MARCH 22, 2004

Sutphen said, "So many businesses are struggling to survive these days that only the strong survive. If someone will not put in the time, you find someone out there who will."

Sutphen has never cared for the phrase "settle down with a family."

She said, "It would be very difficult for me to continue the pace I am going plus give 100 percent to a family."

Working a family into the schedule would be tough for Sutphen, because she spends the majority of her week on airplanes. For her, there is no daily rhythm. Every day is different.

She lives in New York City but her office is on Long Island, a 75-minute drive. When she's in New York, she answers e-mails from her Hong Kong office first thing in the morning. Then she's shuttled off to sales meetings and product meetings all day. She tries to sneak out of the office by 6:30 p.m. but doesn't get home until 8 p.m. By then, she only has time to order sushi and head to bed.

Ireland, like Sutphen, has given 110 percent to her career, and children were not meant to be. To Ireland, changing the world was more important.

Day care continues to be a challenge and a blessing for families. While some cite high cost, low quality and miniscule amounts of individual attention for their children as reasons to stay away from daycare, others feel relief of knowing their children are in a safe haven with trained and caring providers while they continue to advance in their careers.

She said, "If I have another life after this one, though, I might end up in a station wagon with a troop of Brownies or Cub Scouts in the back, a couple of whom would be mine."

THOUGH MANY WOMEN ARE OPTING TO stay at home with their children, Ireland believes child care is no longer just a women's issue.

She said, "The workplace has improved somewhat and in some jobs in terms of its flexibility to accommodate the competing demands of a family, and more men are taking more responsibility for meeting family responsibility."

Aaron Vermeer '93 is one man in a growing pool of men shouldering the load typically reserved for women. He's a full-time stay-at-home dad for Henry, 2 1/2.

The words "day care" were enough to scare the daylights out of the Vermeers. That's why they opted to keep Henry at home.

"We were in Phoenix at the time and didn't really have any family there. Since it was our first child, we were a little bit skeptical, not really skeptical — freaked out is the more correct expression — about putting him in day care," Aaron said. "The idea of it just threw us — it wasn't right at the time."

His wife, Jennifer Hansen Vermeer '93, who now works at the Iowa state capitol for the legislative services agency, said, "We wanted one of us to stay home, and in making the decision, it was just practical. I liked my job; he didn't really like his job."

Aaron said for the most part, people were supportive when he announced he'd be staying at home.

"People reacted pretty well. They were, I wouldn't use the word 'disparaging'... I heard comments from people I knew — friends' parents who said 'That's a big mistake, you really shouldn't be doing that' — that kind of thing," he said. "But mostly everyone says, 'Oh, that's neat."

Jennifer can recall several encounters with people who have never "heard" of a stay-at-home dad.

"They're not quite sure how to take it," she said. Sometimes after a stranger finds out about Aaron's occupation, they think it's because something "bad" has happened, she said.

Aaron's current "job" also has allowed him to view things from a different perspective, especially when taking Henry to the public pool.



"When you're a stay-at-home dad and everyone else is a stay-at-home mom with their kids, you sort of feel like the creepy guy, especially at the swimming pool, as all the moms are in their swimsuits," he said. "I try to keep my eyes on the ground."

The Vermeers believe there are added benefits to having Aaron stay home with Henry.

"We don't have the big time crunch in the morning. I have friends who do, and it seems like their lives are a lot more hectic," Jennifer said. "[Henry] gets to develop a relationship with his dad that most kids don't have," she added.

Work and Family: There are no "right" answers

by Jann Freed '77

ROFILE: AT

Jann E. Freed graduates from Central College, 1977 Finishes MBA at Drake, 1981

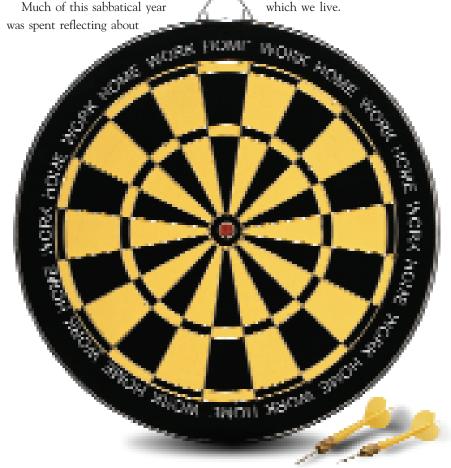
- Starts teaching at Central, 1981
- Married John Fisher, 1982
- Had first child, MacLean Freed Fisher, 1986
- Took unpaid leave, 1986-87
- Finished Ph.D., 1987
- Had twins, Marshall Freed Fisher and Austin Freed Fisher, 1989
- Took unpaid leave, 1990-91
- Had a sabbatical for one 10-week term, 1993-94
- Had a sabbatical for the year, 2003-04

My work at Central College involves teaching classes where I am forced to examine my own life as a professional and my relationship with my family. Invariably, in Organizational Behavior and Managing and Valuing Cultural Diversity, I am confronted with questions from students about how to juggle it all while maintaining high standards. After much reading and discussing the issues in these classes, we always seem to arrive at the same conclusion —

everyone must do what is best for the people involved in the "family." Even as the definition of family is changing, it is still important to take into consideration individual personalities, needs, wants and unique circumstances. There are no "right" answers that apply universally to every-

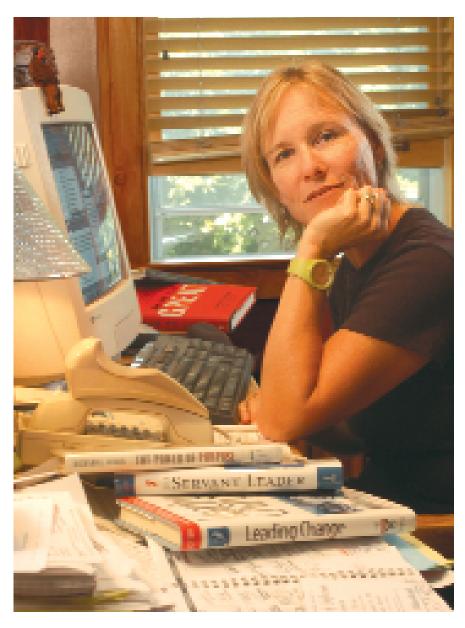
a professional and as a mother of three teenage sons. In fact, one of my major sabbatical projects is titled, "In Search of Sages." This involved interviewing "sages" or "gurus" in the area of leadership and asking for their opinions on how to prepare leaders for the changing world in which we live.

the challenges of living and working as



These authorities have experiences on which to reflect their wisdom with others. In this project I read books such as Making a Life, Making a Living: Reclaiming your Purpose and Passion in Business and in Life by Mark Albion, The Power of Purpose: Creating Meaning in Your Life and Work by Richard Leider, The Congruent Life by C. Michael Thompson, and The Way of Transition by William Bridges. From my interviews and from the abundance of books on this topic, it is clear that people struggle with trying to find a balance between work and family. We have a strong desire to decrease the tensions experienced at the intersections of work and other life roles.

To make the situation even more complicated, the line dividing work and family becomes even more blurred as technology allows us to work everywhere and all of the time. It does not matter where our "office" is in an age of e-mail, cell phones, faxes, laptops and teleconferencing. In



IT IS CLEAR PEOPLE STRUGGLE WITH TRYING TO FIND A BALANCE BETWEEN WORK AND FAMILY. WE HAVE A STRONG DESIRE TO DECREASE THE TENSIONS EXPERIENCED AT THE INTERSECTIONS OF WORK AND OTHER LIFE ROLES.

the past, physical space was structured and it controlled people's work activities. But technology today can provide the same information regardless of our location. Taking our work home with us takes on a new meaning with this technology. The question becomes: when does work stop and family time begin?

As I reflect on my career of 23 years at Central, I feel fortunate to have "fall-

en" into higher education as a profession because this was not my plan. When I heard about a teaching position at Central, I inquired because I also was interested in corporate training and I thought teaching would be good experience. After two years of teaching and loving it, I pursued my Ph.D. and focused on learning ever since. Higher education

is the perfect career for me because I enjoy interacting with people, being a student and hanging out in libraries. For me to have a position that pays me to do these things is ideal.

My career provides me with flexibility to meet my family needs. In fact, when I took an unpaid leave to be home with the twins for one year, I was not sure I would return. After I joined the Mother of Multiples Club where the motto: "Where God chooses the members," the guilt society piles upon women carried me to the extreme. I thought this might be a "sign" I should stay home after all of the years devoted to pursuing advanced

THE QUESTION BECOMES: WHEN DOES WORK STOP AND FAMILY TIME BEGIN?

As an expert in leadership and organizational behavior, Freed juggles profession and family to find the right balance for her life. She gives the same direction to her students at Central, "Everyone must do what is best for the people involved in the family."

degrees. It did not seem possible that I could continue to commute from Des Moines, work full time and care for three children under the age of four. It did not seem even possible that I could continue to work outside of the home. But it became clear after a year of staying home that I needed to work. My husband and I joke about the fact that I was driving him crazy! My need to have a professional life became evident. Fortunately, I was able to return to my position at Central.

Teaching at a liberal arts college allows me to integrate my creativity in the classroom and through outside projects such as teaching in the Yucatan program. In 1998 when I taught in the Yucatan, I was able to take my boys with me. I home-schooled them, and they went to a private school part-time to have experience with Mexican children. In addition to teaching, George Ann Huck, director of the Yucatan program, and I started a research project about Mexican women leaders. This project, Daring to Be, evolved into a black and white photography exhibit that has traveled around Iowa since 2000 for exhibits in college galleries, community centers and churches. In April of this year, the show exhibited in Mérida at the University of Yucatan and the Marista University.

Impressions were so favorable that the Federal Election Institute hopes to adopt our model for all of the states of Mexico to promote women's inclusion in the evolving democracy. By the end of this year, we hope to complete our book of essays and photographs that will be a legacy for Mexican women.

Consequently, work is exciting and the combination of creativity and flexibility keeps me interested. Working outside of the home, but not in Des Moines where I live, allows my husband John Fisher to be more involved in the boys' lives. Since he is the person in Des Moines, he is "Mr. Mom." He gets the calls from school, and he takes them to appointments during the day when needed. Roles are not gender designated in our family.

After in-depth interviews about values, work lives and family lives with over 800 professionals, Stewart Friedman and Jeffrey Greenhaus summarized six themes in their book *Work and Family* — *Allies or Enemies* by Oxford University Press, 2000. These themes, I believe have significant implications for future efforts to achieve greater integration between work and family. Friedman and Greenhaus found:

- We can have (much of) it all, but it's especially tough for working mothers.
- Work and family can be allies.
- Time is not the major problem. The more pervasive problem is the psychological interference of work with family and of family with work.
- Authority on the job is essential for work-family integration.

- Women may be better adapted for the jobs of the future.
- Kids are the unseen stakeholders at work.

Their model shows that:

work-family integration is more likely to occur when our involvement in both domains is balanced. When we are involved in both roles — when we care deeply about work and family — we are likely to apply the resources derived from one role to the other. But an intense involvement in one role to the exclusion of the other has the opposite effect, and produces conflict. Balance makes the difference between allies and enemies.

In my own quest to make allies of my family, I continue to balance these two important aspects of my life: family and profession, knowing that I am creating answers and solutions as I move forward. My professional situation gives me control and autonomy so that I can implement creative approaches for getting the work done in a way that fits and supports my life outside of work. My oldest son is now headed off to college and the twins are 15, and I still have not completed the balancing act. But, perhaps the tensions are less and I am more centered because I realize there are no right answers.



You're invited to the final party of CENTRAL'S Sesquicentennial HOMECOMING CELEBRATION SEPT. 24-26, 2004

Friday, Sept. 24

12:30 p.m. *6th Annual Dan Hocker

Memorial Golf Tournament at

Bos Landen Golf Resort

7 p.m. Alumni Barbecue — Mayta

Student Center/Central

Market patio. Rain site: The

Central Market

7:30 p.m. Battle of the Central Bands, a

pecial sesquicentennial event —

Grand Central Station, Mayta

Student Center

Saturday, Sept. 25

8 a.m. *Dutch 5K Fun Run &

Walk — Central cross

country course

9 a.m. Special Sesquicentennial

10 a.m.

11:30 a.m.

Style Show and Tea — Grand Central Station,

Maytag Student Center

, 0

Homecoming parade — Start at Kuyper Athletic Complex

Tailgate Under the Big Top next

to Weller Center

1 p.m. Dutch Football — Central

Dutch v. Loras Duhawks

5:30 p.m. *All-Alumni Banquet and

presentation of 2004 Alumni Association Awards —

Kuyper Fieldhouse

7:30 p.m. Alumni A Cappella Choir

Concert, a special

sesquicentennial event — Concert to celebrate Dr. David

Williams' 25th anniversary at Central — Douwstra Auditorium 8:30 p.m. *

*Class reunion gathering, contact the alumni office at 800-447-0287 for details.

Sunday, Sept. 26

11 a.m.

Homecoming Worship Service at the Chapel with Rev. Wilbur

Washington, a special

sesquicentennial speaker, and the alumni and current A Cappella

Choirs.

*Advanced reservations required.





A College Football Fantasy Tour

by Larry Happel '81

College football exists beyond the grassy banks of Central's Kuyper Field.

I guess I knew that. But after 24 years of seeing nothing but red and white as Central's sports information director, president David Roe graciously allowed me to take an 11-month sabbatical — and even more graciously allowed me to return after working as a visiting assistant in the men's sports information office at the University of Tennessee.

It was still mid-July when I arrived there, but I quickly discovered the madness the locals piously proclaim as "Football Time in Tennessee." With urgency in their voices, talk show callers were already expressing dire concern about the Volunteers' lack of experience at tight end. It was a crisis that the host agreed required immediate attention from head coach Phillip Fulmer's staff, if not the Tennessee legislature. This level of fervor for All Things Vols is not limited to the-sky-is-falling callers (whom former Iowa State and Tennessee football coach Johnny Majors used to refer to as "the legions of the miserable").

Like most stereotypes, those that persist about Tennessee are largely inaccurate, although only in Tennessee can one scan the football roster and find a backup quarterback named Jim Bob Cooter, a redshirt sophomore who no doubt passed up a starring role in a "Dukes of Hazzard" remake to join the Vols.

But if anything, the state's reputation for its UT football passion is understated. I met a woman who special-ordered her kitchen appliances to come in Tennessee orange. Disturbing as that sounds, I actually found the appliances more visually appealing than her family's orange-and-white Christmas tree.

There's a graphic in the bottom corner of the TV screen to remind viewers how many days it is until "Football Time in Tennessee." *The Knoxville News-Sentinel* publishes a separate daily section of Tennessee football news. On game days, it's the top section, with less pressing matters, such as the war in Iraq, buried inside.

Neyland Stadium backs up to the shoreline of the Tennessee River, where fans arrive by boat, tailgating in the "Vol Navy." Thousands of additional fans line the streets before the team makes the five-block "Vol Walk" from the football training complex to the stadium. The Vols are led by police sirens and a heavily perspiring Davy Crockett wannabe in buckskin, who sprints down the street hoisting an oversized Tennessee flag. He's accompanied by Smokey, the bluetick coon hound mascot often seen droopily parked on the sidelines, looking like he's thinking, "Dang, it's hot out here." Eventually, 105,000 fill the stadium with more orange clothing than you'd see on opening day of pheasant season in Iowa.

The road trips were a college football fantasy tour, with treks to pigskin shrines

like Alabama, Auburn, "the Swamp" at Florida and Miami's Orange Bowl, where I gazed at palm trees, wondering what the weather was like for whatever Iowa Conference game was being played at Storm Lake that November day.

It was a ride to remember, and I'll always be grateful to the wonderful folks on the Tennessee staff for taking me along.

Still, it's good to be back at Central. The crowds in Pella won't be as large as Tennessee's this fall and there will be no police escorts for our team bus. The games won't be on CBS, and if sophomore tailback Dustyn Baethke has a monster season, there will be no speculation that he'll leave Central a year early to go into the NFL draft.

Yet when the Dutch face fourth-andone late in the game, the butterflies in my stomach will probably be fluttering faster than they ever did for an SEC game last year. Relatively few people will care. But I will.

As Central's hall of fame coach, Ron Schipper, once said to me, "I don't need 100,000 fans in a stadium to get me excited about a football game."

Me either. But for a year, it sure was fun.

LARRY HAPPEL '81 IS ASSOCIATE DIRECTOR OF COLLEGE RELATIONS AND SPORTS INFORMATION DIRECTOR AT CENTRAL.



THE LONG WALK

Nearly 300 students participated in Central's commencement ceremony May 16 in P.H. Kuyper Gymnasium. Pella resident, volunteer and Central board of trustee member Donna (Davisson) Smith '81 shared her message of "Passion with a Purpose" with the first graduating class of Central's next sesquicentennial generation. (For more information about Smith, see the story on p. 8)

During commencement, Central bestowed the honorary doctor of humane letters degree upon Central associate professor emeritus of English James W. Jaclyn Eckerman (left) and Andrea

Dykstra (right) leave Central's commencement with smiles and diplomas.

Graham, who honored the college with 45 years of service from 1950 to 1995. During that time, he was an English professor, was academic dean and vice president for academic affairs, and even served as college president for one year in 1968. Graham currently resides in Sierra Vista, Ariz.

Central also presented an honorary doctor of divinity to professor and minister Dr. Donald J. Bruggink '51 of Holland, Mich. During his storied career Bruggink held a variety of roles under the Reformed Church in America umbrella including minister in New York and professor of historical and systemic theology at Western Theological Seminary. He has also written several books about faith and was the general editor of the Historical Series of the Reformed Church in America.

Baccalaureate services were May 15 at the First Reformed Church of Pella. Officiating the service the Rev. Joe Brummel, chaplain of Central College officiated. His daughter Amber was a member of the graduating class.



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