

CLEAN  
ME!

## **New Era for Coal?**

Burning coal to produce electricity pollutes the air and water, and increasingly threatens our climate.

We need new, cleaner technologies to use this vast energy resource. And the Midwest—where coal is plentiful—can lead the way.

**The Joyce Foundation** supports efforts to protect the natural environment of the Great Lakes, to reduce poverty and violence in the region, and to ensure that its people have access to good schools, decent jobs, and a diverse and thriving culture. We are especially interested in improving public policies, because public systems such as education and welfare directly affect the lives of so many people, and because public policies help shape private sector decisions about jobs, the environment, and the health of our communities. To ensure that public policies truly reflect public rather than private interests, we support efforts to reform the system of financing election campaigns.

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*Work In Progress* is published three times a year following each Board meeting.

For information on programs of the Joyce Foundation, please consult our web site, [www.joycefdn.org](http://www.joycefdn.org), or call our offices to request a copy of our annual report. 312.782.2464



## The retail, restaurant, and lodging industries are helping entry-level workers make significant advances.

For people with few job skills, the best job is one that won't keep them at the bottom rung forever, but will provide them with real opportunities to advance. Most American workers who enter the workforce do it in retail, restaurants, or hotels, industries where there is constant demand for workers—and where employers are becoming more conscious of how helping employees develop career skills allows them to keep the best workers on their staffs.

There's good news for entry-level jobseekers: analysts see these as growth industries, and many employers have started collaborating to help beginning workers develop the skills they'll need to move upward in their fields.

“In Chicago the employment opportunities in these industries are just enormous,” says Linda Kaiser, executive director of the Chicago Workforce Board. “There are 6,000 to 7,000 restaurants in the city. Our hotels employ 215,000 workers, and retailers nationally employ one in five Americans. The service industries represent about 18% of our local workforce. While many of the entry-level positions don't require advanced skills or experience, there are great opportunities for promotion and advancement.”

A \$170,388 Joyce Foundation grant to the Chicago Workforce Board, an organization of business, labor,

community, education and government interests seeking to strengthen Chicago's workforce, will help finance a partnership with several industry organizations. Those organizations hope to identify the requirements for jobs available in the retail, restaurant and lodging industries, the paths that enable employees to advance, and the challenges that face both workers and employers. The Workforce Board and its partners, including the National Retail Federation Foundation, Illinois Hotel and Lodging Association Educational Foundation, Illinois Retail Merchants Association, Illinois Restaurant Association Educational Foundation, Chicago Jobs Council, and the Mayor's Office of Workforce Development, hope this project can indicate what kinds of skills are required of workers, how employers find the best employees, and what types of training programs could assist workers' advancement. What they learn in Chicago will also be relevant in similar industries throughout the region.

Traditionally, movement between jobs at restaurants, retail stores, or hotels has mostly been lateral—employees move from one sales clerk job to another, often without progressing toward more stimulating work. But many employers want to change that. In hotels, for example, people who start at entry-level jobs like housekeeper or front desk clerk can eventually obtain mid-level management positions like executive housekeeper or reservations manager. In making that kind of advancement, entry-level workers have an important ally in their employers, who want to help good workers advance.



“We are anticipating a shortage of qualified hotel managers in 2010 due to growth, attrition, and lack of trained individuals,” says Jennifer Chase, director of education at the Illinois Hotel and Lodging Association Educational Foundation. “It is imperative we build the foundation now that will allow us to bridge the gap from entry-level employee to supervisor that will eventually lead into management.”

Kathy Mannes, managing director of workforce development for the National Retail Federation Foundation, says retail employers are changing their approach toward the long-term career goals of their employees.

“Traditionally, retail employers haven’t invested in their employees’ career growth, which resulted in huge turnover and loss of productivity,” Mannes says. “We think investing in our employees can change that. We want to set a new standard for retail jobs and push the idea that the industry has lots of career opportunities.”

Retail, restaurant, and hotel work require many of the same skills, so people in entry-level jobs at one might be well suited to advancing to a career at another.

“Customer service and sales skills are portable,” Mannes says. “Those are important skills that can involve career paths either in retail or in other fields. If workers stay in retail and have those basic skills, they’ll see that retail isn’t all about being the front clerk. We don’t want it to be just about doing your job for a little while and leaving, we want retail employees to see career opportunities.”

Ultimately, this project can tell employees what steps they need to take to advance to better jobs.

“It is this type of valuable employee that our member hotels dream of hiring,” Chase says. “Our goal is a higher rate and a faster rate of promotion through these career paths.”

**Linda Kaiser, Chicago Workforce Board, 312.644.6214**

**[www.chicagoworkforceboard.com](http://www.chicagoworkforceboard.com)**

**Jennifer Chase, Illinois Hotel and Lodging Association Educational Foundation, 312.346.3135, [www.ihlaef.org](http://www.ihlaef.org)**

**Kathy Mannes, National Retail Federation Foundation, 1.800.NREHOW2, [www.nrf.com](http://www.nrf.com)**

## And the winners are...

A Chickasaw composer working on a song dedicated to his wife, a visual artist who makes innovative costumes called Soundsuits, the founder of the dance group Urban Bush Women, and a playwright recalling the legacy of a lynching in Indiana have received the third annual Joyce Awards, which support Midwest cultural organizations and artists of color.

Grants of \$50,000 have been awarded to the American Composers Forum in St. Paul, to support the commission of a new classical guitar concerto by Chickasaw composer Jerod Impichchaachaaha’ Tate; the Chicago Cultural Center, to support the commission of 20 new works for Soundsuits, a visual art exhibition/installation by African-American artist Nick Cave; DANCECleveland (Cleveland Modern Dance Association), to support the commission of a new dance by African-American choreographer Jawole Willa Jo Zollar; and the Indiana Repertory Theatre, to support the commission of a new play by African-American playwright Charles Smith.

“This year’s recipients of the Joyce Awards present a diverse and socially conscious group of projects,” says Joyce Foundation President Ellen Alberding. “We are pleased to present these artists and organizations with Joyce Awards, part of our continuing commitment to support the creation of important new and engaging work by artists of color. We look forward to the completed works, and the related programming, which we anticipate will draw new audiences to these outstanding institutions.”

Launched in 2004 as an annual competition, the Joyce Awards target cultural organizations in Chicago, Cleveland, Detroit, Indianapolis, Milwaukee, and St. Paul/Minneapolis.

The Awards grants go directly to the arts organizations and are awarded in dance, music, theater, and visual arts. This year’s competition drew 54 entries from around the region. Projects were reviewed by independent arts advisors from outside the Midwest and voted on by the Foundation’s board in December. Each award supports the work of the individual artist as well as community engagement efforts.



**Jerod Impichchaachaaha' Tate and the American Composers Forum**

Founded in 1973 as the Minnesota Composers Forum, the American Composers Forum has grown from an innovative regional initiative into one of the nation's premier composer service organizations.

Jerod Impichchaachaaha' Tate has dedicated his career to helping American Indians find a voice in classical music composition. Born in Norman, Oklahoma, Tate received his bachelor's degree in Piano Performance from Northwestern University and a master's in Piano Performance and Composition at the Cleveland Institute of Music.

The Joyce Award will support the American Composers Forum to commission Tate to write a guitar concerto that incorporates traditional musical and rhythmic themes from Chickasaw and Lakota Sioux traditions. The concerto will be dedicated to his wife, a Lakota Sioux, and is intended to be performed by classical guitarist Jason Vieaux with the Civic Orchestra of Minneapolis during its 2007-08 season.



**Nick Cave and the Chicago Cultural Center Foundation**

The Chicago Cultural Center, operated by the Chicago Department of Cultural Affairs, attracts nearly 800,000 people annually for its performing and visual arts programming.

Nick Cave is a Chicago-based multimedia and performance artist, fashion designer, and teacher. A tenured instructor at the School of the Art Institute, Cave has degrees from the Kansas City Art Institute and Cranbrook Academy of Art.

The Joyce Award will support the Chicago Cultural Center Foundation to commission 20 new works for Cave's upcoming Soundsuits exhibition, to open in spring 2006. Inspired by tribal African ceremonial costumes, Cave's Soundsuits are sculpted, full-body garments that are layered and textured in metal, plastic, fabric, hair, and found objects and designed to make sounds as the wearer moves. The exhibition will include a performance by local dancers wearing the Soundsuits.



photo © Antoine Tempé

**Jawole Willa Jo Zollar and DANCECleveland**

Originally founded as a dance school and celebrating its 50th anniversary in 2006, DANCECleveland is the leading presenter of world-class contemporary dance for Northeast Ohio.

Jawole Willa Jo Zollar is the artistic director and choreographer of Urban Bush Women, which she founded in 1984. Zollar earned her bachelor's degree in dance from the University of Missouri at Kansas City and her master's degree in dance from Florida State University, where she currently teaches.

The Joyce Award will support DANCECleveland to commission a dance by Zollar to be performed by Urban Bush Women. Zollar will collaborate with acclaimed Senegalese choreographer Germaine Acogny and her dance company, Jant-Bi, to create a dance that draws on West African movements, rhythms, and styles.



**Charles Smith and the Indiana Repertory Theatre**

Founded in 1972, the Indiana Repertory Theatre is one of the nation's leading regional theaters. It produces nine full-scale productions per season and attracts audiences from across central Indiana.

Born and raised on the South Side of Chicago, Charles Smith is a playwright-in-residence at the Tony Award-winning Victory Gardens Theatre in Chicago and is currently head of the Professional Playwriting Program at Ohio University, where he holds the title of Presidential Research Scholar in the Arts and Humanities.

The Joyce Award will enable Smith to write a play exploring one of the darkest days in Indiana history: the 1930 Marion lynching. Smith will tell the story of two black boys who were brutally lynched, and the escape of another, James Cameron, the only survivor of a lynching attempt alive today. Smith will base his play on research and interviews with historians, survivors, and activists; the Theatre will simultaneously launch a series of public awareness events.

## Previous Winners to Perform Work in 2006

The Joyce Foundation started the Joyce Awards in 2004, and two of that year's winners have already showcased their work. The Cleveland Museum of Art displayed the Joyce Award-winning installation by visual artist Trenton Doyle Hancock in 2004, and the Milwaukee Symphony Orchestra premiered a symphonic composition by composer Roberto Sierra, *Sinfonia No. 3 (La Salsa)*, in September of 2005. Sierra's composition, which is available on iTunes, was described in a *Milwaukee Journal-Sentinel* review as "fantastical, witty and brainy as one of those Matisse still lifes."

Three recipients of previous Joyce Awards will perform their works this year. Gallery 400 at the University of Illinois at Chicago will show "The Alchemy of Comedy," a short film by artist Edgar Arceneaux about the comedian David Alan Grier, beginning March 14. The Dance Center of Columbia College Chicago will host "Cursive III," a dance by choreographer Lin Hwai-min and Cloud Gate Dance Theatre of Taiwan, which concludes a trilogy influenced by Chinese calligraphy, on October 13 and 14. A recipient of an inaugural Joyce Award in 2004, the Saint Paul Chamber Orchestra, will perform a work by composer Chinary Ung in connection with St. Paul's Hmong New Year celebration October 26-28.

Another inaugural recipient, Chicago's Goodman Theatre, will premiere a play exploring the legacy of U.S. foreign policy in Southeast Asia, written by playwright Naomi Iizuka, during the 2006-07 season. And in its 2007-08 season, the Children's Theatre Company in Minneapolis will premiere the Joyce Award-winning "Cipher," a play that tells a war story for the current generation of young soldiers, by playwright and performer Will Power.

[www.joycefdn.org/joyceawards.html](http://www.joycefdn.org/joyceawards.html)

**Coal: we can't live without it, it seems. So we're going to have to invest in new ways to live with it.**

With proposals to build more coal-fired electric plants cropping up all over the Midwest—and with scientists increasingly warning about the dangers of mercury and carbon dioxide such plants emit—the Joyce Foundation is taking up the challenge.

The Foundation recently announced that it is committing \$7 million over the next three years to push the next generation of Midwest coal plants to use the best technology for minimizing pollution and global warming. In February, the Foundation is inviting proposals from selected organizations to pursue two main strategies: to discourage utility companies, developers, investors, and regulators from building outdated coal-burning plants, and to create public policies and market incentives to adopt cleaner coal-based technologies.

Humans have burned coal for centuries to provide heat and power, and more recently to run the factories and locomotives of the industrial age. In 1882 a coal-fired generating plant, developed by Thomas Edison, began supplying electricity for the lights of New York City, and we've never looked back. Today over half our nation's electric power comes from coal plants that use

essentially the same technology developed in the 1950s; and over 90 percent of U.S. coal is burned to generate electricity.

Now, with the price of oil and natural gas rising, and nuclear energy still off the table, coal is more important than ever as an energy source. The Midwest alone has some forty new plants in one stage or another of planning. Overseas, China's demand for electricity is growing at almost 20 percent annually, most of it projected to come from coal. India's demand is growing almost as quickly, and the country plans to tap its abundant coal reserve to meet the need.

But coal-burning power plants are also a prime source of mercury in the Great Lakes, as well as other pollutants that cause smog, acid rain, and other problems, both here and for neighbors to the north and east. Meanwhile, the carbon dioxide that is an inescapable by-product of burning coal is one of the main pollutants contributing to global warming.

There are alternatives, however, to dirty coal. One promising strategy is integrated gasification combined cycle (IGCC), in which the coal, instead of being burned, is converted into gas, which then fuels a turbine. Sulfur (the main culprit in acid rain), particulates (which contribute to health-threatening smog), and mercury are all captured in the process. Various forms of gasification plants have been in use for decades; currently, two utility coal gasification plants operate in the U.S., one in Terre Haute, Indiana, the other in Tampa, Florida.

Even more promising, IGCC makes it possible to capture carbon dioxide emissions. Engineers believe that it will be possible to dispose of such emissions by sequestering them underground—maybe even back into some of the same underground strata left after the mining of coal.

That's the promise. The reality is that, even without the carbon sequestration, IGCC plants are a fairly new technology for an industry that is historically very risk averse. Overcoming these perceived risks—technological, financial, and regulatory—will be essential for IGCC to move forward.

One development could make a huge difference: if the United States began to take steps to address global warming. Currently, the U.S., unlike most other developed countries, refuses to control carbon dioxide and other pollutants that cause global warming. At the November climate change meetings in Montreal, the U.S. stood virtually alone in refusing to address the problem. Many believe that, with evidence of global warming mounting daily, a future U.S. administration will have to take steps to control emissions, as other nations are doing. Setting limits on carbon dioxide emissions could increase the costs of running coal-fired plants—and, many believe, tip the balance toward IGCC and other cleaner technologies.

The Midwest offers a prime opportunity for engaging this issue. The first record of coal in this country was in Illinois (on a 1674 map prepared by the French explorer Louis Joliet); Illinois, Indiana and Ohio all have substantial coal fields. The region is also the country's biggest consumer of coal for electricity. The proposals to build another generation of coal plants create a sense of urgency: will they be built with old, climate-hostile technology, or will utilities, investors, regulators and others turn toward the cleaner alternatives as the better long-term bet—thus showing the way for other coal-rich regions and countries, including China and India? Joyce grantmaking will support groups working to tip that balance.

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## Environment

### Protecting the Great Lakes

Ice may be covering much of the Great Lakes this time of year, but for those who care about protecting the Lakes' future the action has been hot and heavy.

In mid-December, within the space of a few hours, two major agreements, both long in the making, called for restoring the vast Great Lakes ecosystem and conserving their water.

"This is good news for anyone who loves the beach, loves to swim, who drinks water from the Great Lakes," said Cameron Davis of the Alliance for the Great Lakes. "These events will have long-term beneficial effects."

In one agreement, the governors of bordering states and provinces agreed on measures to keep the Lakes' water within the Great Lakes basin and committed to adopt water conservation policies. An exception would allow communities and counties straddling the boundaries of the basin to apply to use the water as long as they met certain safeguards, including returning treated water back to the system. Future permanent diversions of water

to regions outside the basin would be effectively prohibited. In the past, proposals have suggested piping or shipping water to water-starved regions of this country and even internationally.

The agreement, which drew thousands of public comments during its two-year review process, was signed in Milwaukee on December 13. It must now be ratified by state and provincial legislatures, and by the U.S. Congress.

Just a day before the compact was signed, governors, mayors, tribal chairs, congressional and federal agency representatives met in Chicago to finalize a comprehensive plan for restoring the Great Lakes and protecting them against a variety of threats.

Included in the plan are measures to stop further introduction of invasive species; rebuild habitat for species native to the region; invest in sewage treatment and manage shoreline recreation to protect beaches and drinking water; clean up toxic hotspots called "areas of concern"; and prevent future pollution. Also included are calls to expand scientific research and information infrastruc-

ture, and to promote "sustainable" development in the region.

The panel had been meeting under the auspices of the U.S. EPA since spring 2004. Environmental and civic action groups in the Healing Our Waters—Great Lakes coalition had worked with the panel on devising the comprehensive plan.

The need for restoration was underscored by a report earlier in December calling attention to signs of stress in the Great Lakes, including the disappearance of tiny life forms at the bottom of the food chain, the expanding "dead zone" in Lake Erie, and the decline in native yellow perch. "The Great Lakes are deteriorating at a rate unprecedented in their recorded history," said Alfred Beeton, a former director of the Great Lakes Environmental Research Laboratory and a report author. "If we want to restore this resource, the time to act is now."

The panel put a price tag of \$20 billion on the restoration effort. State and local officials have promised to help fund the effort, but there was no federal funding commitment attached to the

EPA plan. Sen. George Voinovich (R, Ohio), a senior member of the Environment and Public Works Committee, announced that he would hold hearings early in 2006 to explore funding possibilities. Said Cameron Davis, "Congress will have to step up."

Also released late last year was a report by transportation expert John Taylor, of Grand Valley State University, examining the economic value of international shipping in the Great Lakes. Lake shipping is a vital part of the region's economy, carrying an estimated 180 million metric tons a year. But most lake carriers stay entirely within the Great Lakes; only about 7 percent enter and leave the system through the 47-year-old St. Lawrence Seaway, producing an estimated cost savings of \$55 million a year, according to Taylor. Ballast water from international shipping is a prime source of invasive species that threaten the lake ecosystem. States have been tightening controls on international shippers to help address the problem.

[www.glrc.us](http://www.glrc.us)

[www.cglg.org/index.asp](http://www.cglg.org/index.asp)

[www.greatlakes.org](http://www.greatlakes.org)

[www.gvsu.edu/business](http://www.gvsu.edu/business)

## Money and Politics

### Battle Lines, But Few Battles

The framers of the Constitution intended the House of Representatives to be “the people’s house.” With small districts and frequent elections, the House was meant to respond to popular enthusiasms in ways that other branches of government were supposed to avoid.

Lately, however, it hasn’t worked out that way. Despite lively debates over war, budgets, and social programs, the House has become a remarkably stable institution. By one estimate, only about 10 percent of House elections feature two strong, well-financed candidates running in districts where either side has a shot at winning. In 2004, only seven incumbents were defeated.

A new book from the Brookings Institution, produced with Joyce support, explores the patterns that have led to this sorry state. *Party Lines*, edited by Thomas Mann and Bruce Cain, explores the role of everything from the courts to computers and lays out options for reform.

A central focus of the book is the drawing of congressional districts. The federal courts set some basic standards (including one man/one vote and protection of minority voters), but state processes vary widely. Often (as in Califor-

nia) state legislators collaborate on a map with such strong partisan concentrations that incumbents of both parties are virtually assured of reelection. Elsewhere (as in Texas) a party wins control of state government and draws districts to its advantage. A handful of states, notably Iowa and Arizona, delegate the task to independent bodies, a useful system but no panacea.

Mann suggests that mid-decade is a good time to experiment, and that states that allow for ballot initiatives are the most likely to germinate reform. It’s important that the public believe that redistricting is genuinely nonpartisan; recent initiatives in Ohio and California failed apparently because voters perceived them as backdoor power grabs.

A recent Joyce grant to the Cato Institute will enable it to join Brookings in exploring ways to restore competition to American elections. The two institutes will convene scholars, reform activists, political leaders, and others to examine factors that might undermine competition, including redistricting, campaign finance, term limits, and public affairs coverage. Cato and Brookings will develop benchmarked strategies for reversing the trend and evaluating the results.

[www.brookings.edu](http://www.brookings.edu)  
[www.cato.org](http://www.cato.org)

## Education

### Quality Teachers for the Students Who Need Them Most

The single most important factor influencing students’ achievement in school is the quality of their teachers. But the students who most need high-quality teachers often don’t have them. Poor and minority students are much less likely to have the best teachers in their schools, high-poverty urban schools experience high rates of teacher turnover, and high-poverty schools have fewer experienced teachers.

A recent *Catalyst Chicago* article reported that the inexperience of teachers at low-performing schools leads to those schools having lower faculty payrolls. One solution: having individual schools pay teacher salaries, which might level the playing field and improve the quality of teaching at hard-to-staff schools.

Research and policy analysis conducted with Joyce support has identified challenges and developed other strategies to improve the quality of teaching in high-need schools.

In its report, *Teacher Induction in the Midwest*, the New Teacher Center at the University of California at Santa Cruz used Joyce funding to analyze teacher induction policies in Illi-

nois, Ohio, and Wisconsin, finding that states have taken initial steps toward helping novice teachers but need to do more.

“While each state has recently increased its focus and attention on induction, all have insufficient funding to support quality new teacher support programs,” says Mimi Appel, outreach coordinator for the New Teacher Center. “In each state there is a need for more clearly articulated goals, outcomes, and program standards that define the kinds of high-quality induction programs that will raise the level of teacher quality and close the achievement gap.”

In the first of what is planned as an annual exercise in finding out how well new teachers are being prepared for their jobs, the 2005 Illinois Public Colleges Teacher Graduate Survey gauged the experiences of recent graduates of each of the 12 public colleges of education in Illinois. The survey found that more than 90 percent plan to remain in education and are glad they decided to teach.

Large majorities of new teachers think their education prepared them for student assessment, implementing instruction,

# GrantsApproved

The following grants were approved at the December 2, 2005 meeting of the Board of Directors:

and teaching their primary subject area. But teachers felt less prepared for teaching students with limited English proficiency, working with school administrators, and working with parents. And only 54% said they currently receive the kind of high-quality support that research shows decreases turnover and increases teacher effectiveness.

Using polling and focus groups, another Joyce grantee, Learning Point Associates, questioned teachers about the issues most important to them, especially efforts to attract, retain, and support teachers in hard-to-staff schools.

The research, reported in *Adding the Critical Voice*, found that teachers seek structured schools with supportive principals and colleagues, a greater voice in the school improvement process, extensive mentoring, more structured hiring processes, and pay commensurate with the challenges of teaching in difficult schools.

“We know at-risk schools are having a difficult time attracting and retaining the highest-quality teachers,” says Susan Sexton Shapiro of Learning Point Associates. “We asked teachers, What would it take to help attract and retain the highest-quality teachers into the hardest-to-staff schools? We heard support and financial incentives are important. But the biggest surprise is that many teachers are unaware of the ongoing policy debates aiming to alter the way in which they are recruited, retained, supported and rewarded. Moreover, few profess to be actively engaged in discussions about how best to reform the system—or even know where to begin.

“If policymakers and education reformers are to design and implement effective recruitment and retention policies for hard-to-staff schools, they must not ignore the opportunity to invoke the voices of teachers in the debates.”

[www.siue.edu/education/](http://www.siue.edu/education/)

[IADPCE/ExecutiveSummary.pdf](#)

[www.learningpt.org](http://www.learningpt.org)

[www.newteachercenter.org](http://www.newteachercenter.org)

## Education

### **Business and Professional People for the Public Interest**

*Chicago, IL \$150,000*

To extend its partnership with Leadership for Quality Education on the Chicago Schools Alliance, a membership organization comprising diverse and innovative charter, contract, and in-district Chicago schools. (18 mos.)

### **Center for American Progress**

*Washington, DC \$198,464*

To develop and promote strategies to redesign teacher compensation systems so that in time all students will be taught by high-quality teachers. (2 yrs.)

### **Center for Teacher Leadership, Inc.**

*Washington, DC \$150,000*

For its Institute for Progressive Teacher Union Leadership, a project to nurture progressive local teacher union leaders in becoming effective forces for public education reform. (2 yrs.)

### **Center for Teaching Quality, Inc.**

*Chapel Hill, NC \$168,475*

To convene a task force of high-performing teachers to develop teacher compensation reform models. (1 yr.)

### **Chicago Public Education Fund**

*Chicago, IL \$407,327*

To provide strategic support to the Chicago Public Schools in implementing a human-capital driven strategy for turning around failing schools. (2 yrs.)

### **Columbia University Teachers College**

*New York, NY \$200,560*

For a project of the Hechinger Institute on Education and the Media to strengthen media coverage of teacher unions and their impact on educational quality and equity, with particular emphasis on issues that relate to teacher quality. (2 yrs.)

### **Cross City Campaign for Urban School Reform**

*Chicago, IL \$125,000*

To analyze and report on school-by-school spending on teacher salaries in Chicago schools, and to conduct a public outreach campaign to build support for providing underserved schools with additional teacher resources. (1 yr.)

### **Education Sector**

*Washington, DC \$219,340*

For research and advocacy designed to advance new ideas for reforming key collective bargaining provisions that make it difficult to attract and retain quality teachers in high-need schools. (1 yr.)

### **Education Writers Association**

*Washington, DC \$149,958*

To provide training for Midwest reporters on teacher quality and charter school issues. (2 yrs.)

### **Georgetown University**

*Washington, DC \$200,000*

For a comprehensive evaluation of the Milwaukee Parental Choice Program that would assess the program's impact on choice students, non-choice students, public and private schools, and educators, families, and local communities. (2 yrs.)

### **New Leaders for New Schools**

*New York, NY \$600,000*

To develop district policies to ensure that school principals are highly effective, and to help support costs to recruit and train outstanding school leaders. (2 yrs.)

### **New Teacher Project, Inc.**

*New York, NY \$200,000*

To improve the recruitment and hiring of alternative certification teachers in the Chicago Public Schools. (2 yrs.)

### **SRI International**

*Menlo Park, CA \$639,171*

To evaluate the quality and extent of induction programs in Illinois, Wisconsin, and Ohio, and determine the impact of induction programs on teacher retention, teacher practice, and student learning. (2 yrs.)

### **University of California**

*Santa Cruz, CA \$400,000*

For its New Teacher Center to help coordinate advocacy efforts aimed at better statewide induction policies in Illinois, Wisconsin, and Ohio. (2 yrs.)

**Total Education: \$3,808,295**

## Employment

### **Chicago Workforce Board**

*Chicago, IL \$170,388*

For strategic planning on career advancement in retail, restaurant, and lodging; and to examine how New York City integrated its workforce development functions with its small business services department. (1 yr.)

### **Northern Illinois University**

*DeKalb, IL \$49,500*

To plan a demonstration and design an evaluation for a project that would use an online learning curriculum to help low-wage, low-skilled workers advance in jobs in the health care industry. (6 mos.)

**Total Employment: \$219,888**

## Environment

### Center for Neighborhood Technology

Chicago, IL \$205,000

To test a Web-based calculator that allows decision makers to weigh the costs and benefits of engineered vs. “green” construction to manage stormwater, and to share results with those who make decisions regarding storm water management investments. (1 yr.)

### Center for Resource Economics/Island Press

Washington, DC \$37,208

To help publicize Peter Annin’s book, *The Great Lakes Water Wars*. (1 yr.)

### Center for Rural Affairs

Lyons, NE \$125,000

To finish collecting information on the implementation of federal agricultural conservation policy, distilling that information into policy options for the future, and building a rural constituency through outreach and education. (1 yr.)

### Chicago Zoological Society

Brookfield, IL \$250,000

To organize a network of Midwest zoo and aquarium leaders to mobilize regional support for Great Lakes restoration. (2 yrs.)

### Environmental Defence Canada, Inc.

Toronto, Ontario, Canada \$219,154

To present recommendations to Ontario and Canadian federal policy makers regarding improved environmental protections of the Great Lakes, in partnership with Canadian Environmental Law Association. (2 yrs.)

### Environmental Grantmakers Association Rockefeller Family Fund, Inc.

New York, NY \$40,000

To support a network of funders focused on sustainable agriculture, and to support its efforts to educate grant makers, particularly regional, state and local grant makers, on the importance of public policy work. (1 yr.)

### Funders’ Network for Smart Growth and Livable Communities

Coral Gables, FL \$50,000

To build foundation support for transportation issues, especially at the state and regional level. (1 yr.)

### Great Lakes United

Buffalo, NY \$100,000

For program support and continued organizational development. (8 mos.)

### Institutes for Journalism and Natural Resources

Missoula, MT \$160,000

To provide intensive education about Great Lakes ecological issues for selected journalists. (2 yrs.)

### Michigan Environmental Council

Lansing, MI \$91,647

To assist state policy makers in developing policy solutions addressing the increasing problems posed by algae blooms in Michigan’s lakes, in partnership with Tip of the Mitt Watershed Council. (1 yr.)

### National Wildlife Federation

Reston, VA \$50,000

To convene scientists and natural resource managers, in collaboration with the Great Lakes Fisheries Trust, to develop a scientific consensus on the way to manage the Great Lakes. (18 mos.)

### Surface Transportation Policy Project

Washington, DC \$150,000

To allow it to transition to other sources of funding and support implementation of the recently passed surface transportation legislation. (1 yr.)

### University of Maryland Foundation

College Park, MD \$100,000

To enable the Environmental Compliance Consortium to collect the lessons learned through its work with state environmental protection agencies and put them in the hands of appropriate audiences. (1 yr.)

**Total Environment: \$1,578,009**

## Gun Violence

### Illinois Council Against

Handgun Violence

Chicago, IL \$325,000

For continued support of its public, media, and policy-maker education efforts to promote firearm policy reform in Illinois. (1 yr.)

### Mark Karlin & Associates

Chicago, IL \$650,000

To support the continued efforts of its Freedom States Alliance, a project to promote financial self-sufficiency and effective media, public, and policy-maker education efforts among gun violence prevention groups, especially those in Illinois and Wisconsin. (18 mos.)

### Violence Policy Center

Washington, DC \$450,000

To provide research and technical assistance to Midwest-based gun violence prevention advocates. (1 yr.)

### WAVE Educational Fund

Milwaukee, WI \$250,000

To continue its public, policy-maker, and media education efforts to prevent firearm violence in Wisconsin. (1 yr.)

**Total Gun Violence: \$1,675,000**

## Money and Politics

### Cato Institute

Washington, DC \$80,000

For the Project on Electoral Competition, a joint initiative with the Brookings Institution to examine the state of political competition in the United States, explore options for enhancing competition, and develop an integrated benchmarked reform plan. (2 yrs.)

### University of Illinois at Springfield Center for State Policy and Leadership

Springfield, IL \$103,410

To support the Sunshine Project, to increase public knowledge about the role of money in Illinois politics by collecting, coding, and analyzing campaign contributions and expenditures. (2 yrs.)

**Total Money and Politics: \$183,410**

## Culture

### Alliance of Artists Communities

Providence, Rhode Island \$180,000

To support Midwestern Voices & Visions, a project designed to encourage minority participation at midwestern artist communities. (3 yrs.)

### THE JOYCE AWARDS

### American Composers Forum

St. Paul, MN \$50,000

To support the commission of a new classical guitar concerto by composer Jerod Impichchaachaaha’ Tate. (3 yrs.)

### Chicago Cultural Center Foundation

Chicago, IL \$50,000

To support the commission of 20 new works for Soundsuits, a visual art exhibition/installation by artist Nick Cave. (1 yr.)

### Cleveland Modern Dance Association (DANCECleveland)

Cleveland, OH \$50,000

To support the commission of a new dance by choreographer Jawole Willa Jo Zollar. (3 yrs.)

### Indiana Repertory Theatre

Indianapolis, IN \$50,000

To support the commission of a new play by playwright Charles Smith. (3 yrs.)

**Total Culture: \$380,000**

## Special Opportunities

### Center for Governmental Studies

Los Angeles, CA \$200,000

To support the development of PolicyArchive.Net, a new online source for foundation-funded policy research. (2 yrs.)

### Chicago Council on Foreign Relations

Chicago, IL \$40,000

To support its project and task force on “American Muslims and United States Foreign Policy.” (1 yr.)

### Leadership Conference on Civil Rights Education Fund

Washington, DC \$150,000

For the Voting Rights Act Education Project. (2 yrs.)

### National Public Radio, Inc.

Washington, DC \$125,000

To support expanded coverage of news and issues that have particular relevance to the Midwest region. (2 yrs.)

### Vera Institute of Justice, Inc.

New York, NY \$300,000

For the Milwaukee portion of a three-city project that would examine the nature and incidence of racial profiling that may result from the exercise of prosecutors’ discretionary authority and develop procedures and practical tools for reducing such discrimination. (3 yrs.)

### WBEZ Alliance, Inc.

Chicago, IL \$200,000

To support establishing satellite bureaus in Englewood and Humboldt Park. (18 mos.)

**Total Special Opportunities: \$1,015,000**

**Total Grants Approved  
\$8,859,602**

#### New Appointments in Employment, Environment, Education



Whitney Smith took over as manager of the Employment Program in November. Smith comes to the Foundation with broad experience on welfare and workforce policy, most recently as associate director of the Chicago Jobs Council. Ms. Smith previously worked with homeless families in New York City and helped develop a job-training program in the food service industry for low-income women. Ms. Smith joins senior program officer Jennifer Phillips and oversees the \$6.8 million in annual grants in the Employment program.



Also in November Stephen Brick became Environment Program manager. He brings extensive experience in the fields of energy and environment, most recently as associate director of the Energy Center of Wisconsin. He also served as director of external relations and environmental affairs for the National Energy Group of the utility PG&E, was science and policy coordinator for the Clean Air Task Force, and was vice president of an energy consulting company. Mr. Brick joins senior program officer Margaret O'Dell and program officer James Seidita and oversees \$8.8 million in annual grants in the Environment program.



In September, consultant Jana Fleming assumed responsibility for the Foundation's grant making in early childhood education. Dr. Fleming is executive director of Child Development Studies at City Colleges of Chicago and has served on the senior research faculty at the Erikson Institute. Dr. Fleming previously was a research investigator at the University of North Carolina at Chapel Hill, where she co-directed the Early Childhood Leadership Development Program and was involved in research and leadership development in support of North Carolina's Smart Start initiative. Dr. Fleming joins Education Program manager Gretchen Crosby Sims and program officer John Luczak.

#### New Guidelines, New Grantmaking Priorities

Several Joyce programs have announced new directions for the next three years. The Environment program is pursuing new grantmaking on coal (see story page 1) and on promoting healthy rivers in the Great Lakes ecosystem, along with its longstanding commitment to Great Lakes restoration.

The Employment program is launching two major initiatives: a \$5.1 million investment over three years to evaluate transitional jobs as a strategy for helping ex-offenders re-enter the labor market, and a three-year, \$10 million investment in promoting policy reform aimed at improving educational opportunities to help low-skilled workers advance to better jobs.

New directions in Money and Politics include protecting the independence and impartiality of state courts, redistricting reform, and strengthening the capacities of Midwest reform groups. The program also continues its work in campaign finance reform and media reform.

The Culture program is increasing grantmaking by \$470,000, or nearly 40 percent, to \$1,725,000 annually. The funding will be divided among community-based arts groups and major cultural institutions; and part will go to expand creative opportunities for minority artists.

Grantmaking priorities in Education and Gun Violence Prevention remain substantially the same as last year. The Foundation's 2006 Guidelines are online at [www.joycefdn.org](http://www.joycefdn.org).

#### Next Proposal Deadline

April 14, 2006 for the July 2006 board meeting

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#### Work In Progress

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# Work In Progress

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