



Elizabeth “Libby” Douvan

alumni award

2018 Award Honorees

Ann L. Clancy (HOD '96) &
Jacqueline Binkert (HOD '95)



Elizabeth Douvan

Elizabeth Douvan was a social psychologist who tracked the momentous mid-century changes in the American psyche through national surveys.

Her pioneering research on the social and psychological condition of Americans before and after the changes that swept the country in the 1960s painted an intriguing portrait of shifts in American mental health, family life, the roles and status of women, and adolescent development and behavior. Co-author with Joseph Veroff and Richard Kulka of *The Inner American and Mental Health in America*, (Basic Books, 1981) Douvan also partnered with historian Natalie Zemon Davis to write *Operation Mind*, a 1952 pamphlet that attacked the activities of the House on Un-American Activities Committee (HUAC).

In the books, Douvan and her colleagues reported on the results of two groundbreaking national surveys conducted at the University of Michigan's Institute for Social Research (ISR). These surveys, first conducted in 1957 then replicated in 1976, were among the first to document many of the social trends that have come to define the sixties: the shift away from taking comfort in fulfilling culturally established roles and toward pursuing personal satisfaction from self-expression and self-fulfillment; the decrease in an unquestioning positive regard for parenthood; and the growing acceptance of divorce when marriage does not provide the desired degree of emotional closeness and personal satisfaction.

Born November 3, 1926, in South Bend, Indiana, Douvan received a BA degree from Vassar College in 1946, then earned a PhD degree in social psychology from University of Michigan in 1951. She joined University of Michigan as a lecturer at the ISR and, upon her death, was professor emerita as a senior research scientist at the Catherine Neafie Kellogg Professor of Psychology and Women's Studies. The recipient of numerous awards, she was a fellow of the American Psychological Association and founding president of its Division on the Psychology of Women. In addition, she was an emerita professor of Fielding Graduate University.

She was uniquely generous and caring, able to instill in everyone she met a sense that they were important and special to her. She will be remembered and missed in many ways, but perhaps most of all, for her ability to selflessly celebrate the successes of others. The Libby Douvan Alumni award allows those "celebrations of success" to continue for alumni of Fielding's Human and Organizational Development (HOD) program.

Douvan Alumni Scholarship Award

The purpose of this award is to give a Fielding Human and Organizational Development (HOD) graduate who is engaged in post-doctoral work that reflects original thinking and is in keeping with the spirit of Libby Douvan's scholarship, which emphasized fun, alternate ways of knowing, and how our view of the world makes a difference. Elizabeth "Libby" Douvan was a beloved HOD faculty member for 19 years. A feminist scholar, she served on 131 dissertation committees, co-facilitated the Michigan cluster of HOD and psychology students, and was a source of inspiration to faculty and students alike.

The 2018 Libby Douvan Alumni Scholarship Award is presented to:

**Ann L. Clancy, PhD (HOD '96) &
Jacqueline Binkert, PhD (HOD '95)**

Memories of Libby Douvan

Ann and Jacqueline both had the privilege of personally knowing Libby Douvan and benefiting from her wisdom when they were making our way through the Fielding PhD program.

In the course of her studies, Ann took time off to have a baby in 1990 (her only one, late in life) and brought her 6 week old daughter with her to her first Fielding event after the birth. Libby was there and as the baby was being passed around the community of Fielding folks who wanted to hold her, Libby whispered to Ann, "now begins a life-long love affair for you and your child." In a state where she was still bewildered and overwhelmed with doubt at assuming the new role of mother and trying to resume her studies and work, Ann was deeply affected by Libby's observation. She has never forgotten that poignant revelation. Her daughter is now 27 and that statement is even truer for Ann now. She has passed that beautiful thought on to new mothers she encounters.

Jackie feels fortunate to have been in Libby's Ann Arbor cluster group that Libby shared with Jody Veroff. Jackie had started her Fielding studies in a new field of work which suddenly moved her from being expert to novice. She went from being sought after for consultation to not even knowing the names of major theorists in her new field. Jackie was guided by Libby's gentle encouragement and support throughout her Fielding journey. She remembers her creating a safe and nurturing environment to explore and try out new ideas.

Description of Ann and Jacqueline's Work for the Douvan Scholarship

We were sitting on Jackie's deck working on ways to promote our second book (*Pivoting: A Coach's Guide to Igniting Substantial Change*, published in January 2017) when suddenly a beautiful heron flew not six feet over our heads with a great whooshing of its wings, something clutched in its talons. We were so startled we literally jumped out of our seats. Jackie's deck overlooks Turtle Cove off the Huron River, a pond that opens into the river and offers glimpses of a fascinating eco-system.

After the heron passed over, Ann immediately "knew" it was a sign and symbol for the new book. Jackie looked up the meaning and symbolism of the heron and we were shocked to read it represents "in-between" phases, the times in one's life that are called *liminal spaces* when we are shifting internally. The heron is known to give guidance on how to more easily move through such "in-between" states of liminality that have been described as a threshold or "realm of pure possibility" when new configurations of ideas and relations can arise (Turner, 1967, p. 97). Herons also prefer hunting at twilight, a symbolic and magical time for "in-between" liminality--a time of crossing over a threshold or space that is neither here nor there.

We were shocked because this was a key finding in our coaching research for our second book which focused on describing what happens when people have insights, *aha* moments, or pivots. These are moments or experiences of transition and transformation from one (unwanted) state to a longed-for or unexpected *desired* state. We found such experiences could happen suddenly or in a liminal "slow awakening." Through our six-year research project, we were able to substantiate that executive coaching at its best allows for a creative space and time in which clients have the opportunity for alchemical moments to emerge that can help them shift from self-limiting patterns to positive growth and development.

At the precise moment the heron swept over us, we had been marveling at how diverse sciences are now able to better understand human nature and account for the complexity and mystery of transformative change. We were getting excited about now being able to start a project that has long been dear to us – to take the learnings and insights we've gained from our experiences, writing and research (including from our first book, *Appreciative Coaching: A Positive Process for Change*, 2007) and pen a story for a lay audience that could inspire and encourage people to believe and trust in their ability to change. This would be a book based on solid science and focusing on the mysterious role *direct knowing* plays in our inner process.

We have had a life-long passion and partnership of somehow "knowing" that by supporting one other we actually did learn that we were worthy of and capable of creating for ourselves thriving and flourishing lives. While our second book was a scholar/practitioner journey of joint research, study and first-hand experience of how clients actually make meaningful transitions, we wanted the new book to help inspire individuals (as we were inspired) to truly believe and leverage their own capacity for change. We would especially like to reach out to those individuals who don't have access to costly technologies such as executive coaching or therapy.

As OD consultants and coaches, we have devoted much study and practice to better understanding, describing and championing the importance of “living from the inside out.” We have discovered that substantial change is ignited by one’s inner process and is revealed without the effort of the conscious mind. We have focused on a broad literature review of different modes of knowing and used our own personal experiences to describe a “bandwidth” of seven types of inner knowing that humans access, often without any conscious knowledge of what we are doing. It is this type of information that we want to share with a lay audience so as to provide them with the knowledge and experience to become aware of their own capacities and to be able to trust their inner wisdom.

Ann has already been able to present some of this information to diverse groups in 2017—from undergraduate students at the Kathmandu College of Business in Kathmandu, Nepal to master and Ph.D. level students in OD at Assumption University, Bangkok, Thailand as well as to master-level coaching students at the Institut de Coaching, Geneva, Switzerland. The participants have responded with much enthusiasm to better understanding a positive new science of human change and to the ability to be able to apply it to themselves and their future clients. We are applying for this award to help fund our efforts to begin the new book for a lay audience. We know that we would like to more deeply share Libby’s spirit of loving kindness, hope, and belief in the power of human caring to as many others as possible. The power of knowledge and scholarship to help others change has formed the basis for both of our books and for our OD and coaching work since graduating from Fielding.

Our prior books were written to present information and learnings from a variety of academic sources including literature reviews and original qualitative research studies. Our first book was written to present a “how-to,” evidence-based manual on the theory, approach, techniques and tools of our Appreciative Coaching model. The second book narrates our professional hermeneutic and phenomenological journey of research, study and first-hand experience that resulted in describing a new science of human change in terms of pivotal moments. Both books have included examples and stories from our lives and from the experiences of our clients and other master coaches.

Our third book will be a personal autobiographical reflection of our 40-year journey of partnership and friendship in which we supported one another through many life challenging events as well as life-affirming experiences. The emphasis will be on our lived experience from which the need for understanding led us on a journey of academic research. Our intention is to focus on our lived experience, presenting our story as another round in the hermeneutic cycle of deeper understanding and interpretation of a journey that has given us so many unexpected gifts—from co-authoring two books to travelling around the world and working together. These were mutual dreams of ours which were miraculously realized, some of which took 20 years to materialize.

We want to tell our shared story of how our lives intertwined and led to crucial points of realization, not from a theoretical perspective but from the reality and mysteries we

actually experienced. It has been a story and journey of mutual healing, deep learning, inner knowing and positive growth. We intend it to be inspirational yet practical reading for the lay person. To write this book, we need to spend chunks of time face-to-face to relive and reflect on our shared journey. We are still amazed that despite living thousands of miles apart we have managed to touch each other's lives so deeply over such a length of time.



Ann L. Clancy (HOD '96) specializes in executive coaching, strategic planning, organizational change, facilitation, and leadership and team development. Ann has 30+ years of experience in working with organizations, teams and individuals to create positive change. She is researcher and co-author of *Appreciative Coaching: A Positive Process for Change* (2007) and *Pivoting: A Coach's Guide to Igniting Substantial Change* (2017), both of which present a researched, evidence-based approach to coaching. She coaches from an appreciative philosophy and specialized in appreciative strategic planning based on the assumption that inquiry into and dialogue about strengths, successes, hopes and dreams is itself a transformational process for individuals and

teams. She works with executives, business leaders, business owners, managers, professionals and authors supporting her clients in building their capacity for creativity, inspiration, innovation and excellence. Her clients come from a broad range of industries including: Banking, Education, Economic Development, Energy, Engineering, Financial Services, Government, Healthcare, Natural Resources (mining, refining) Non-profit Agencies, Professional Organizations, Publishing, Technology and Transportation. She has done workshops and presentations on Appreciative Coaching internationally and nationally. She has offered online courses for Appreciative Coaching through the Fielding Graduate University and is an international faculty adviser for doctoral students in Management and Organization Development at Assumption University, Bangkok, Thailand.



Jacqueline Binkert (HOD '95) is an executive coach and consultant specializing in leadership development with C-Suite leaders, directors and their teams. For 30+ years, she has worked with a diverse range of clients from non-profit organizations and international corporations to educational institutions, health care organizations, utilities, and manufacturing, including the Executive Development Center of a Fortune 50 company. Clients benefit from her in-depth knowledge of psychology, leadership effectiveness, organizational behavior and change, and team dynamics. She co-authored the book *Appreciative Coaching: A Positive Process for Change* (2007) and *Pivoting: A Coach's Guide to Igniting Substantial Change* (2017), both of which present a researched, evidence

-based approach to coaching. Her coaching model applies the principles of Appreciative Inquiry to individual coaching relationships. She has done workshops and presentations on Appreciative Coaching internationally and nationally. She has offered online courses for Appreciative Coaching through the Fielding Graduate University and is an international faculty adviser for doctoral students in Management and Organization Development at Assumption University, Bangkok, Thailand.

The Libby Douvan Alumni Scholarship Award is presented once a year at Fielding's Winter Session. Applications are available from the Office of Alumni Relations in the Summer/Fall of each year. For more information, contact the Office of Alumni Relations at alumnirelations@fielding.edu or call 805.898.2947.