



Word from the Co-Chairs

By Linda Breci, Ph.D. & Christine Salvesen, M.A.

Dear Commissioners,

Welcome new Commissioners! And welcome back to our returning Commissioners, our Ex-Officios and our Liaisons! As we begin a new year in our efforts on behalf of CSW, let's take a moment to reflect on what has been done since we were last together. Our Professional Development Workgroup has a new Chair, Erin Higley, and they are organizing for a busy year with webpage completion in sight and a meeting event on the horizon. The Equity Workgroup's efforts on the UA Staff Awards was a great success with CSW participating in this important employee recognition event. Outreach and Education Workgroup's mini grant recipients have begun their work, and one of

them, Women in Biosciences Toastmasters Club, is a huge success as a new organization here on campus. During the summer the Family Care workgroup along with the Executive Committee made inroads toward on-campus Day Care, and although we're not there yet, we will continue to push for this important item. Finally, the Special Events Workgroup put on an outstanding Young Women's Empowerment Academy – it gets better and better every year.

As Co-Chairs of this Commission, we are enjoying working with all of you and glowing in the results of the efforts of you Commissioners. Thank you for making this such a fantastic organization!

Welcome New Commissioners

Rachel Aguilar -

(Professional Development)

Dawn Bell - *(Family Care)*

LuAnn Cordero - *(Special Events)*

Cindy Cowen -

(Outreach and Education)

Kristina Davis -

(Professional Development)

Mary Good - *(Equity)*

Laura Gronewold - *(Outreach and Education)*

Katrina Jagodinsky - *(Equity)*

Jasmine Lee - *(Special Events)*

Katelyn Loebig - *(Special Events)*

Ann Parker - *(Equity)*

Sylvia Quintero - *(Professional Development)*

Liz Sawyer - *(Special Events)*

Amanda Wray - *(Family Care)*

Inside this issue:

Word from the Co-Chairs	1
New Commissioners	1
Outreach and Education	2
Equity	2
Family Care	3
Special Events Workgroup	3
Professional Development	3
History of CSW	4

CSW Mission:

The Commission on the Status of Women strengthens the University of Arizona community by advocating for an inclusive and just campus environment. CSW works to overcome impediments to the full participation and achievement of women and other underrepresented groups across the campus. CSW develops and proposes solutions to problems and promotes the values of fairness and diversity, in the hope of achieving a just community that respects and supports the professional and personal aspirations of all its members.

Outreach and Education Workgroup

By Cheryl Muller

The Outreach and Education workgroup serves as the communications and support workgroup for the larger Commission.

The 2008-09 year was an active one for CSW: the workgroup coordinated two CSW general meetings (with newsletters), the Vision Award event, reviewed 16 mini-grant proposals, and hosted a Recruitment event.

For the 2009—2010 year, our seven-person workgroup has two Commissioners new to the group.

Our work falls into several well-defined categories. Our first is the Welcome and Kick-off event. This is a new format for us, and has snuck up on us very early in the semester! We will then jump right into our work on the Vision Awards Presentation. Since there will not be an Intersections conference

this year, we will look to have an afternoon reception to recognize our winner(s). Our group also manages the CSW Mini-Grant program, which provides small grants to non-CSW programs on campus that promote the goals of CSW. We will issue a call for proposals for the next round of mini-grants in early 2010. Late spring we then begin recruiting for new energetic and enthusiastic commissioners to join our organization.

There is much work to be done on our CSW website. Lots of updates to come!

Our workgroup would also like to say a big THANK YOU to Kim Menezes, our Administrative Support to CSW. She is instrumental in making us all look good!



Equity Workgroup

By Susan Richards

The Equity Group is working primarily on two projects: parental leave accommodation for graduate students and a family friendly campus in regard to transportation.

The Equity workgroup has continued its dialogue on the issue of parental leave accommodation for graduate students. The initial proposal was officially supported by the GPSC. However, in discussions with senior members of the Administration this initial proposal was significantly changed. While other medical leaves (more in line with FML) were included, the new proposal also placed the decision power to grant a leave back in the hands of the individual PI. A second proposal to have leaves coordinated by the Graduated College has been proposed, but so far has not found broad acceptance by the Graduate College.

In line with the CSW mission that advocates an inclusive and just campus environment, we believe that to create such an atmosphere we need to provide conditions that

allow a balance between work and family. The Equity Workgroup has identified that transportation is a big issue for many employees and students, especially for those who have families. In fact, steeply rising costs of parking has put an additional strain on family life and we are looking for new possibilities to ease the pressure. We fully support an environmentally friendly transport approach. However, we also want to provide additional solutions for making carpooling more attractive or address the special trip when an individual needs to drive to campus for family reasons.



Family Care Workgroup

By Amanda Brobbel

The Family Care workgroup continues to work toward the goal of on-campus childcare. We are resuming discussions with vendors about on-campus childcare. We have also encouraged President Shelton to use stimulus funds to lay the groundwork for such a program.

We are continuing to identify additional spaces for changing tables across campus. If you know of locations that are in need, please let us know.



Special Events Workgroup

By Paul Lee

The Special Events Workgroup is primarily responsible for planning and hosting the Young Women's Empowerment Academy. The Academy is designed to bring young women to campus for a day of exploration and learning.

This year's academy, held last April, brought together 100 girls from Tucson, Phoenix and the Show Low-Pinetop area. Many thanks to our fellow commissioners who volunteered to help again this year and added to its success.

Information about the academy and previous academies can be found at our website:

www.csw.arizona.edu/programs_youth.cfm

We are currently planning our next Young Women's Empowerment Academy (YWEA) to be held April 17th, 2010 at the Student Union. Mark your calendars and plan on volunteering. We are still in the planning stages and are working on determining the theme for this year. We are also always looking for donations from local businesses for the academy, so if you have any ideas please forward them to Paul Lee at paull@email.arizona.edu.

Professional Development Workgroup

By Erin Higley

The professional development workgroup has decided to partner with the Staff Advisory Council to offer a conference next year. The conference will be held in June 2010. We are looking forward to offering 3 breakout sessions during the day with topics on professional development, retirement, and wellness. We look forward to supporting a larger audience and providing top notch speakers. The conference will focus on professional and personal development for all employees of the University of Arizona.

We also hope to partner with the Arizona Women in Higher Education (OWHE) group to promote and facilitate a lecture series for higher education professionals in Southern Arizona. Our goal is to provide a fall and spring lecture that will be in support of the goals of OWHE.

The Professional Development toolkit, which is a website dedicated to professional development opportunities on the UA campus, is currently being prepared by the UITS webpage group. We are looking forward to unveiling it soon.





History of CSW

In July 1989 the Arizona Board of Regents (ABOR) created the Commission on the Status of Women for the purpose of assessing the conditions of employment for women at the three universities. In 1991 the ABOR Commission published a vision for the year 2000, providing fifty recommendations to guide the work of the commissions on each campus. The University of Arizona CSW was established in 1992 as an advisory body to the President. During the early years, the UA CSW worked with its counterparts at ASU and NAU and with an ABOR task force to address the ABOR recommendations. In 1994 these were distilled into 12 goals that focus on areas of compensation and equity, campus climate, and career and professional development. At the University of Arizona, Commission members are drawn from the ranks of administrators, faculty, appointed personnel, classified staff, graduate and undergraduate students. Commissioners are appointed to serve a three-year period. Graduate and undergraduate student commissioners serve one-year terms renewable for up to two additional years.

The CSW is an activist body that achieves its goals through the volunteer efforts of its members. These efforts culminate in creation of new policy and services, and provide for a variety of annual programs and events geared to educate and inform the community.

The CSW is a linchpin component in a network of UA organizations. Liaisons are designated from a variety of departments and committees to assist the commission and insure the integration of efforts to achieve common goals. In 2007 – 2008 liaisons from the following organizations will join forces with the CSW:

- Appointed Personnel Organization Council (APOC)
- Associated Students of The University of Arizona (ASUA)
- Association for Women Faculty (AWF)
- Baby Cats
- Business and Professional Women (BPW)
- Graduate and Professional Student Council (GPSC)

- Millennium Project Action Committee (MPAC)
- Millennium Report Oversight Committee (MROC)
- Staff Advisory Council (SAC)
- UA Life & Work Connections

The Commission on the Status of Women shares office space with the Diversity Resource Office (DRO) located in the Martin Luther King Building. The CSW works closely with the DRO and is greatly assisted by the DRO administrative staff.

Six workgroups carry out the mission of CSW. The workgroups meet on a monthly basis. The workgroup chair person(s) meet with the CSW executive committee regularly to share information, coordinate activities and seek guidance from the committee.

The CSW general membership meetings give the whole group an opportunity to get updates on CSW activities, reconnect with commissioners and receive education through the informative presentations made by guests invited to the general meetings.