



Word from the Chair

By Mary Voyatzis, PhD

It has been my great privilege to represent the Commission on the Status of Women for the past year. I have been impressed with how active and dedicated the group of people in CSW is in effecting positive change on our campus. Our six workgroups, led by outstanding workgroup chairs, have proven to be remarkably energetic, visionary and inspiring in their efforts to achieve CSW goals. The momentum is continuing into this year with many more activities that you will be reading about in this newsletter. You will learn about the fine achievements and plans of the Family Care Workgroup in

making our campus a more family friendly place; the new website being created by the HCBMI Workgroup and the recently established hotline to report bias motivated incidents; the very successful, first, annual, "Young Women's Empowerment Academy" held last spring by the Special Events Workgroup, the upcoming Intersections Conference being put on by the Professional Development Workgroup in November, the efforts of the Equity Workgroup to track the rate of completion of Ph.D.'s among men and women; and the many accomplishments of the

Outreach and Education Workgroup, including the organization of our upcoming Vision Awards ceremony. I look forward to working with CSW again this year and being a part of these exciting and important developments taking place across our campus.

"The CSW is a presidential advisory body and activist organization that advocates for a just, equitable & inclusive campus."

Mission of CSW:

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.

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Special points of interest:

- *Intersections 2007: Living, Learning, & Working : A Professional Development Conference November 15th, 2007*
- *Vision Awards – Thursday, November 15th, 2007*
- *Young Women's Empowerment Academy*
<http://www.empowered.arizona.edu/>

Outreach and Education Workgroup

By Linda Breci, PhD

The Outreach and Education workgroup serves as the communications and support workgroup for the larger Commission. 2006-2007 was a very active year for CSW, and the group assisted in the launch of the new CSW website, coordinated four CSW meetings and the Vision Award event, prepared two semi-annual newsletters, and ran the CSW mini-grant program.

We have 10 Commissioners on the workgroup for 2007-2008 and we have some well defined jobs to do. (1) Meetings and events. In September we organized the New

Member's Ice Cream Social to start the new academic year. Our plans for this year include organizing



General Meetings in the Fall and Spring and one recruiting event in the Spring. In November, we will help to orchestrate the Vision

Awards ceremony as part of the Intersections luncheon event. (2) The Mini-Grant Program. In early 2008, O & E will announce and manage the Mini-Grant program. This program provides some financial assistance for programs run by others that promote the goals of CSW. (3) Marketing efforts. The O&E workgroup plans to assist in the promotion of the new website that is being developed by the HCBMI Workgroup. (4) Website. The CSW website is online and successful. In the Summer, a program was completed to allow Workgroup chairs to update information on the website and upload information.

HCBMI Workgroup

By Ingrid Novodvorsky, PhD

The Hate Crimes and Bias Motivated Incidents (HCBMI) Workgroup is delighted to report significant progress on implementing a Bias Reporting Procedure on the UA campus! During the spring of last year, we decided to partner with the UA Ethics and Compliance Hotline for the initial intake of reports of bias-related incidents. This hotline, which was established this past summer, is continuously staffed by an external vendor and eliminated the need to develop a website interface for reporting incidents. When a bias incident is reported via the Hotline, the report will be passed on to the UA Bias Response Team, which is composed of representatives from the following offices:

- President's Office
- Office of Academic Affairs
- Dean of Students Office
- Diversity Resources Office
- Equal Opportunity and Affirmative Action Office (EO/AAO)
- Human Resources
- Office of the General Counsel
- Residence Life
- University of Arizona Police Department

The HCBMI workgroup will now turn its attention to developing an informational website and publicity campaign for the Bias Reporting Procedure, assisted by members of

the Outreach and Education workgroup.

Thank you to all of the Commissioners, past and present, who have worked long and hard to establish a Bias Reporting Procedure on our campus. It is wonderful to be close to moving forward in tracking reports and developing appropriate responses to bias incidents on our campus.



Family Care Workgroup

By Ray Gasser, PhD

The Family Care Workgroup of CSW begins the semester in continuing in its efforts to make the University of Arizona a more family friendly campus.

Currently, the workgroup is working to get an outdoor play area for children ages 2-12 to be installed between the Education and Psychology Buildings. The hope is to have equipment that would be similar to a park that children can play on as their parents might study or enjoy the sun in the courtyard.

Secondly, the workgroup currently



is developing a clearinghouse website for all child-friendly resources, services and programs at the University of Arizona. This

project is being developed in order for parents (whether staff, faculty, students, or visitors) with young children to be able to quickly find all resources

related to children on our campus. The project should be unveiled before the end of the semester.

Finally, the workgroup continues its pursuit to actively find a solution to the child care concerns of many parents at the University. Our hope is that in the coming year we will be able to work with the University administration to release an RFP to find a private day care provider to develop child care on the campus that would be tied to the university.

For more information about any of these projects, please contact Ray Gasser at gasser@life.arizona.edu.

Special Events Workgroup

By Shelley McGrath

The 2nd annual Young Women's Empowerment Academy will take place on April 19, 2008 from 8 am to 3 pm in the Student Union Ballroom. Evaluations are in the process of being analyzed and a report is being composed for President Shelton. The evaluations will help steer the program/format of next year's event. Some of the original workshops will likely stay in place with the potential for changes

to others. Parents/guardians will be invited to the welcome and breakfast in order to help put them at ease about the conference and what their children will be doing. The UA community should stay tuned for a 3D memo that will invite faculty to

Empowered! is a collaboration between the University of Arizona and you to help you discover and use tools to build upon your personal power - that's right - "girl power!"

submit blogs that inspire and educate teenage girls in the Tucson community. The girls who attended the first annual YWEA will be invited to read the

blogs and submit comments/feedback/personal experiences.

Equity Workgroup

By Susan Richards, PhD

The Equity Workgroup is in a unique position to focus on issues affecting students, faculty, academic professionals, and classified staff. Since equity is a complex issue and has a different meaning to different individuals, this workgroup has identified three areas to focus on this year:

- Accessibility of salary information and guidelines to assess equity
- Networking with other groups on campus to work on common causes
- Graduate students – a core group not studied in detail

We believe that a critical step towards equity is educating affected individuals. Hence, the workgroup is currently working on providing guidelines to assess equity pay. Once completed, the information will be available on the webpage of the equity team.

Equity (continued)

We continue to strengthen links to other groups working on similar issues including UA-internal groups such as the Association of Women Faculty, the Appointed Professionals Advisory Council and the Advance Grant's Dashboard group. One major success has been the granting of CSW representation at SBPAC through President Shelton. The team continues to strive to raise awareness of gender biases at the highest levels.



Recently the effort has started to study the question of gender bias among graduate students (e.g. award of scholarships, RA vs. TA assistantships, pay levels) and retention issues (including family care issues and maternity leave). Understanding the driving forces will help strengthen our graduate program and will also

address issues women and minorities in other employment groups face across campus. First findings in collaboration with the Graduate College and an ADVANCE grant in the Chemistry Department have established that retention and time to degree of female graduate students are an issue here on Campus.

Professional Development

By Cynthia Malbrough

The Professional Development Workgroup has diligently been working on organizing *Intersections 2007: Living, Learning & Working*, CSW's third annual professional development conference that targets University women employed in classified staff positions. *Intersections 2007: Living, Learning & Working* will take place on Thursday, November 15, 2007 on campus at the Memorial Student Union. Participants will gain access to useful information and resources that facilitate professional development within their current positions, and as they seek career advancement.

Five 75-minute workshops will feature UA faculty and administrators who are experts on

topics important to UA women. Attendees will choose two workshops that provide information and demonstrations relating to Networking, Leadership, Personal Identity, and Health Issues in the Media.

Our conference is scheduled from 7:30am to 2:30pm and includes a continental breakfast and a buffet luncheon. During lunch, the CSW 2007 Vision Awards will be presented to a UA employee (or employees) nominated by the UA community at large, who exemplify characteristics of leadership essential to the achievement of CSW goals. With our conference welcome by Adrian Shelton, our

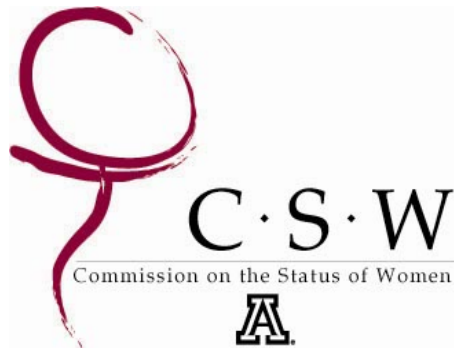
keynote by Joan Bonvincini, and our plenary by Sandra (Saunie) Taylor, this conference promises to be energetic and inspiring.

Intersections 2007: Living, Learning & Working - "this conference promises to be energetic and inspiring."

Conference participation is limited to 200. Registration has begun, and conference details and registration information are available online

at <http://www.csw.arizona.edu/intersections2007> .





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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.