

The University of Arizona
Commission on the Status of Women
Progress Summary: 1992-1997

In July 1989, the Arizona Board of Regents created the Commission on the Status of Women for the purpose of assessing the conditions of employment for women at the three Arizona universities, defining a vision for women in the Year 2000, and recommending to the Board actions that would enable the universities to achieve that vision.

In October of 1991, the Commission presented to the Regents its final report, **Vision 2000**, putting forth fifty recommendations that were to be studied and implemented by each of the three universities in the system. In October of 1994, the Board appointed a Task Force to conduct a comprehensive review of the implementation of the recommendations contained in the Implementation Plan.

In June of 1995, the Task Force presented its review of the original 50 recommendations. Of these, 7 were completed on all campuses, 5 were deleted as no longer relevant and the remaining 38 fell within three critical needs areas: (1) Campus Climate; (2) Career and Professional Development; (3) Compensation and Equity.

During 1995-96, the three University Commissions on the Status of Women worked in conjunction with a Council of Presidents Task Force and identified 12 goals and objectives, measure/indicators, and action items. The goals and objectives were approved for implementation by the Commission on the Status of Women at each university by the Board at its May 1996 meeting.

The University of Arizona Commission on the Status of Women (UACSW) was appointed by President Manuel Pacheco in January, 1992. Twenty-five commissioners, including faculty, professionals, classified staff and students, broadly representative of the academic, cultural and ethnic diversity of the University community, are appointed to rotating three year terms. The Commission reports to the President and designated administrators on an annual basis, and works closely with the Senior Vice Provost on the implementation of its recommendations.

The Commission was charged by the President with four general responsibilities:

- Recommending priorities in complying with the Regents' Vision 2000 Report
- Monitoring progress towards meeting the requirements of Regents' policy
- Recommending strategies in complying with Regents' policy, and
- Advising the President on emerging issues for women at the University

The UACSW has been instrumental in the accomplishment of the following initiatives:

- In May, 1996, the recognition of, support for, and call by the Office of the Academic Vice President for implementation of the following priorities during 1996-97:
 - Equity - to provide an update on the results of the faculty equity analysis and to develop a data base and begin a study on equity across all employee classifications
 - Career Development - to evaluate all supervisors based on whether they encourage career development
 - Campus Climate - to continue the Child Care Voucher Program and to enable projects from the Campus Climate Team to move forward
- A Campus Climate Study which surveyed 1736 faculty and staff and 1223 undergraduate students in order to measure the extent to which The University of Arizona's working and learning environment promotes safety and fairness toward women employees and students
- A study "Assessing the Campus Climate for Professional Minority Women"
- A revised Affirmative Action policy on Sexual Harassment
- A Faculty Senate resolution on Sexual Harassment and Discriminatory Treatment related to Gender
- A Sexual Harassment Prevention poster campaign
- A Sexual Harassment Video Conference open to the UA campus community followed by a panel discussion - including University faculty, staff, and students - that addressed campus concerns and invited audience participation (Spring, 1996)
- A Gender Team Building Workshop attended by the President, his Cabinet, and members of the faculty, and three additional workshops held for campus leaders
- The creation of Oasis, a central office charged with the coordination of campus activities relating to the response to, monitoring of, strengthening of policies related to, and the identification of resources available in the greater Tucson community regarding sexual assault and related violence and harassment on campus
- A UA Campus Climate working group which fosters projects designed to promote gender based awareness
- Continuing annual CSW studies of new faculty hires, resulting in salary adjustments
- Computerization of a salary data base for all UA appointed personnel and classified staff in order to facilitate employee compensation data for monitoring purposes
- A UA Gender Salary Equity study, identifying salary inequities among faculty, by college, as a first step in redressing equity issues
- A university-wide study evaluating gender distribution and compensation equity for non-faculty positions (administrators, other appointed personnel, classified staff)
- Benchmarking, which contributed to the establishment of an Accompanying Partner Employment Program to serve relocating partners of new UA Employees
- Inclusion of women in all phases of hiring and promotion for faculty in promotion and tenure process
- Women's representation on selection/nomination groups for honors and awards
- A CSW Child Care Study which resulted in the hiring of a Child Care coordinator, the development of a campus child care plan, the identification of family support needs, and in 1996 the permanent establishment of a child care voucher plan, and in 1997 the expansion of this unit to include Family Resources
- Continuing representation of women's issues on the President's Advisory Council
- Co-sponsorship of Daughters on Campus Day (1993-94, 1994-95, 1995-96, 1996-97)

- Sponsorship of "Fast Forward: Women on Campus," a conference designed to report to the campus community on CSW accomplishments (Spring 1995)
- Sponsorship of "A Discussion of Work-Life Issues," a conference designed to encourage discussion about the balance between home, family and community, the connection between workplace and personal lives and the interdependence of success and satisfaction in both settings (February 1997)

In addition, the Commission on the Status of Women continues to study remaining Vision 2000 goals and objectives based on the original 50 recommendations and to devise strategies for their implementation. 1997 priorities will be established and shared later this summer with the University Community.

