

2000-2001 ANNUAL REPORT

CSW

Commission on the
Status of
Women

Commission on the Status of Women
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Our Chairperson's Message

During this past year, the Commission on the Status of Women at the University of Arizona joined with the two other Arizona university commissions to celebrate the ten year anniversary of the founding of the women's commissions. This anniversary provided a time to look back at the achievements of UA CSW during the last ten years. These accomplishments included a salary comparison of men's and women's salaries, the initiation of the Oasis Center, the center for violence against women; support of the sexual harassment policy; and the sponsorship of many campus activities that focus on gender equity.

Looking at the accomplishments in the year 2000-2001, we are particularly pleased with the continuation of the annual Vision Awards where we honor those administrators who exert extra efforts to assure the quality of the workplace for each of their employees. The Awards are one way of not only congratulating those who went the extra mile, but also of presenting outstanding models that others could emulate.

The annual Bring Your Daughters to Campus Day attracted over 700 girls to campus and involved the participation of over 40 units of the University who organized activities that offered a chance for the girls to explore possible future careers. The under-representation of women in a number of fields, particularly math, science, and engineering, continues to make this program an important community outreach project.

Despite these and other important efforts CSW has made to improve the quality of life for women at the university, there still remains a great deal of work to be done. For that reason the Commission, in co-sponsorship with the Association for Women Faculty, initiated The Millennium Project, Phase 1, to look at the climate for women faculty and faculty of color at the university. The Millennium Project Report, released in November, 2001, presents an action agenda designed to improve the climate for all faculty at the university. Phase 2 of The Millennium Project, focusing on classified staff and appointed personnel got began in Fall, 2001 and should be completed by Fall 2002.

In conclusion, the activities of CSW during the last year involved working on issues of great concern to women at the University and highlighting those areas where more work remains to be done.

*Myra Dinnerstein
UA CSW Chairperson
2000-2001*

THIS YEAR IN CSW COMMITTEES....

The Campus Climate Committee is pleased to report progress in the following areas:

- Evolution of Dual Couples guidelines: The Climate Committee worked with many areas of the University to aid in the development of new guidelines designed to enhance the recruitment and retention of individuals in faculty and administrative service. Members of the Climate Committee were critical to the initiation of efforts to develop these new guidelines. These guidelines apply to the recruitment or retention of individuals subject to Conditions of Faculty or Administrative service and their spouse/partners who may be hired in an appointed or classified staff category.
- Sexual Harassment Policy: The Climate Committee remained vigilant in its support of the adoption of a University policy on Sexual Harassment. At the request of the Equal Opportunity and Affirmative Action Office, CSW submitted comments on the last draft versions of the proposed Sexual Harassment Policy. Following the approval of the policy in Fall 2000, CSW continued to urge EOAA to be proactive in educating the University about the new policy. The Climate Committee continues to advocate two crucial points: 1) Due to the continuous change of the university community, an education campaign must be ongoing; 2) For such training to be truly effective, it must be mandatory.

Equity Committee activities and accomplishments include the following:

- Exploring definitions of Equity and the future goals of the Committee.
- Identifying campus groups that may serve as stakeholder constituents for the Millennium Project, Phase II.
- Attending the ASHE meeting in November 2000 and conducting the initial interview with Linda Johnsrud who was later chosen to serve as Project Director for Phase II of the Millennium Project.
- Participating in regular UCAT meetings as the CSW representative.

Education/Outreach Committee activities include the following:

- The Vision Awards: This annual event continued to recognize individuals who enhance the workplace climate of our campus. See details of this event and award recipients on page 6.
- Outreach activities: Information tables were available at the following events: Peace and Justice Fair, The Clothesline Project, and Take Back the Night.
- The Committee continues to explore ways in which CSW can best liaison with University resources for women.
- Ways to best communicate the message of CSW are also under review, including the updating and refining of the Commission's website.
- New Commissioner recruitment.
- Exploration of a program to mentor new Commissioners has begun.

CSW Career and Professional Development Committee accomplishments:

- Increasing Opportunities for Women in Technology at the University of Arizona: This position paper resulted from year-long research on issues pertaining to challenges and opportunities for women in the area of information technology (IT). The position paper suggests that "a concerted effort to recruit and prepare women to assume relatively well-paying IT positions is a viable strategy for demonstrating the University's commitment to diversity and for meeting its strategic workforce needs." The paper concludes with recommendations in four areas, each of which is designed to enhance both recruitment and retention of women in IT positions. Complete information and a copy of the position paper are available by contacting the Commission on the Status of Women.

Co-sponsorships: The Commission on the Status of Women lends a supportive hand to the University community

UA CSW was pleased to provide monetary support to the following events during the 2000-2001 academic year:

Balancing Professional and Personal Lives in Higher Education: A Focus on Women Faculty. *(developed by the College and University Work/Family Association with the support of the UA Child Development Center Project)* The event engaged men and women from around the country in dialog about work/family policies and possibilities within higher education.

Collective Action: Working for Sexual, Racial, and Economic Justice. *(developed by the Arizona Committee on Lesbian/Gay/Bisexual Studies)* The symposium brought together national and local activists and scholars to articulate relationships between struggles for racial, sexual, and economic justice.

Men Who Batter. *(sponsored by Brewster Center with support of the James E. Rogers College of Law)* Members of the National Training Institute presented a model for modifying existing batterer's programs and/or for creating new ones as part of a day-long training to support a Community Commitment to End Domestic Violence.

Sounding of the Drum. *(developed by African American Studies)* Tucson's Tariq Rasool and the Songhai Drummers - a group that included middle-aged men in colorful African dress and a 12-year-old "master drummer" in high top sneakers - kept a quiet but steady background beat as 16 people from the University of Arizona and Tucson communities shared their visions for a better society

The Clothesline Project. *(developed by the Oasis Center)* This event brings women together and lets them tell their own story in their own unique way and hang it out for all to see. It was and is a way of airing society's dirty laundry.

The Future of Women's Studies: Foundations, Interrogations, and Politics. *(developed by UA Women's Studies Department)* This regional conference brought together faculty, students, and administrators together to envision the best directions for Women's Studies.

University of Arizona Business and Professional Women. *(UABPW)* This group has compiled and published two volumes on the history of women in Arizona and CSW is assisting in the production of their third volume.

Daughters on Campus Day

This annual event, scheduled to coincide with national Take Your Daughter to Work Day, provided a full day of fun learning experiences for over 700 girls. Each girl was encouraged to select from over 90 activities offered in workshop or experience formats throughout the day. Sample activities included: *Hydrology for Daughters, Musical Instruments, Mathematics and Physics, Why Do Worms Wiggle?, Effective Communication, International Bazaar, Chef Rocco's Fruit and Vegetable Sculptures, and Build a Girl Power Web Page.* The Campus Recreation Center provided family recreation opportunities free of charge throughout the late afternoon and evening.

The Commission on the Status of Women is proud to coordinate this university-wide opportunity to expose girls to the variety of learning and work experiences at UA. These efforts are believed to be crucial to encouraging girls and young women to pursue learning experiences in fields in which women are traditionally underrepresented.

MILLENNIUM PROJECT

Phase One: Faculty

The most significant initiative to support women in higher education at the University of Arizona as the year 2000 began is the UA Millennium Project: Enhancing Campus Climate for Academic Excellence.

The Millennium Project was initiated in part as a response to the Massachusetts Institute of Technology study on the status of women faculty in science, and has received the complete endorsement of University of Arizona President Peter Likins. The work of the Millennium Project is prompted by the observation that women are under-represented in faculty positions at different levels at The University of Arizona, and that even in cases where women are not statistically under-represented, their voices are not always being heard. Not only are there gaps between salary levels of female and male faculty members, but salary disparities can be viewed as an outcome of the cumulative effects of discrepancies between male and female faculty in availability of research funds and lab space; teaching assignments and advising work load; collegial support; appointments to key committees; and roles in departmental, college, and university decisions.

The aim of the Millennium Project is to enhance the development of an institutional culture at The University of Arizona that fosters productivity, creativity, and academic excellence. The Project supports The University of Arizona's goal of achieving an enabling academic climate that will allow all faculty, staff, and students to be productive and unhindered by any impediments due to considerations of gender or race/ethnicity.

The UA Millennium Project can serve as a national model for analyzing and improving the status of women in higher education. As a Research I, land grant, state university, with 1,600 faculty and 34,000 students, The University of Arizona represents a large-scale model of the challenges facing women and minority faculty in higher education at large. The UA Millennium Project aims to examine the situation of faculty at all thirteen colleges at the university, ranging from Science and Medicine to Agriculture and Humanities.

The Millennium Project involves analysis of quantitative institutional data on workload, compensation, and promotion patterns, as well as qualitative data from focus group interviews with female and male faculty members randomly selected from every college; discussion group interviews with existing groups of women faculty; and survey data on faculty perspectives drawn from The University of Arizona's participation in a recent national survey of 400 higher education institutions (34,000 faculty responses nationwide) conducted by the University of California Los Angeles Higher Education Research Institute.

The Millennium Project is supported by a National Advisory Board, composed of scholars with expertise in the area of gender and compensation in higher education; a Community Advisory Board, composed of leading members of the local community with commitment to the excellence of higher education in the state of Arizona; and a Campus Advisory Board, composed of representatives of different colleges, organizations, and leadership positions at The University of Arizona. The collaborative leadership for the Millennium Project is provided by Association for Women Faculty President Naomi Miller, CSW Chair Myra Dinnerstein, and Project Director Christine Cress (Portland State University).

Future goals of UA's Commission on the Status of Women

As evidenced by the activities of 2000-01, there continues to be much work to do to improve the status of women throughout The University of Arizona. The Commission on the Status of Women strives to be a catalyst for positive change for women. To this end, CSW will use the 2001-02 year to redefine its mission and bring specific focus to a number of pressing university-wide concerns.

CSW will:

- Identify a mission and strategic plan to guide the work of the commission for the next several years.
- Remain vigilant of the status of women at the university and throughout the Tri-University system.
- Promote the implementation of policies fostered by CSW that seek to improve opportunities for professional development of women.
- Encourage the adoption of policies and benefits that enhance the relationship of the university to its employees.
- Continue to lend support to initiatives that bring attention to issues important to the women of The University of Arizona.
- Recognize the unique and important contributions of university supervisors who promote the growth and development of all university employees.
- Provide programming that fosters the growth and development of young women, particularly those displaying interest in fields traditionally less accessible to women.

Millennium Project, Phase II

Sponsored by the Commission on the Status of Women and the Office of the President, this second phase of the Millennium Project seeks to investigate campus climate and issues related to the workplace of classified staff and appointed personnel. The project is co-chaired by Diane Perreira and Kathleen Miller and directed by Linda Johnsrud, from the University of Hawaii.

Millennium II is primarily a quantitative analysis of issues relating to climate, working conditions, satisfaction and morale. Information will be gathered, as available, regarding compensation and classification. Comparisons will be made with any comparable studies available and a series of recommendations for action will be developed.

The project is expected to span a 15 month period, culminating in a comprehensive report and action agenda to be release in Fall 2002.

The Vision Awards 2001

The UA Commission on the Status of Women created the CSW Vision Awards in 1999 to honor those individuals who are managing their units in a way that embodies the vision originally established by the Arizona Board of Regents. These are leaders who are making this Vision a reality on our campus.

The 2001 Vision Award Recipients

Elizabeth Lapovsky Kennedy, Head, Women's Studies

Elizabeth has "more than met the criteria for the CSW Vision Award," state her nominators. During her two years as department head, Liz has created an atmosphere where employees feel appreciated and valued, as well as empowered to manage their work-life issues. She has implemented creative and flexible work schedules and family policies for both faculty and staff. She takes every opportunity, both public and private, to recognize and appreciate employees for achievements and jobs well done, and frequently nominates deserving staff and faculty for awards. Liz is known for mentoring faculty, and encouraging them to balance their commitments to avoid burnout, while also taking advantage of grant and fellowship opportunities.

Rebecca (Becky) Potter, M.D. Assistant Dean, Student Affairs, College of Medicine

Becky "epitomizes the idea of a fair, compassionate, understanding, and visionary senior faculty member and supervisor," states her nominator. Praised by colleagues for being an excellent role model for female faculty, medical students, and residents, Becky is also renowned for her honesty and fairness in handling individual work-life issues. She spent countless hours arranging flexible work schedules to accommodate child rearing and other work-life concerns, and created a guide for trainees with emotional and/or physical disabilities.

Pamela Powers, Program Director, Arizona Tobacco Information Network

Pamela is an intelligent, untiring, fearless leader who leads by example," states her nominator. Having been both a working college student and a working mother, Pamela is sensitive to employees' needs, and actively encourages them to balance their work and personal lives. Staff feels supported to take classes, finish degrees, and advance technologically. She is lauded for promoting creative, flexible work schedules, accommodating family and medical leave requests, and implementing a compassionate leave policy.

Members of the UA Commission on the Status of Women 2000-01

Sherry	Betts	Family and Consumer Resources	Commissioner
Barbara	Bixby	Arizona International College	Liaison - AIC
Louise	Canfield	Biochemistry	Commissioner
Lynette	Cook Francis	Multicultural Programs and Services	Commissioner
Rosemary	DeCook	Arizona State Museum	Commissioner
Eileen	DeLauer	Humanities Program	Commissioner
Mary	Dickinson	Continuing Medical Education	Commissioner
Myra	Dinnerstein	Women's Studies	CSW Chair
Carlene	Franklin	African American Student Affairs	Commissioner
Esther	Fuchs	Near Eastern Studies	Commissioner
Toni	Griego-Jones	Teaching & Teacher Education	Liaison - AWF
Tina L.	Haag	Admissions and orientation	Commissioner
Zelda	Harris	College of Law	Commissioner
Pat	Hnilo	Women's Studies	Liaison - WISE
Barbara Kay	Hoffman	CCIT	Commissioner
Patricia	Hutton	Human Resources	Ex Oficio
Jane	Korn	College of Law	Ad hoc
Jason	Laker	Extended University	Commissioner
Jennifer	Lawrence	AZ Research Labs	Commissioner
Jacqueline	Lee Mok	College of Fine Arts	Commissioner
Lauren	McElroy	VP Campus Life Office	CSW Coordinator
Joyce B.	Meder	Campus Health Service	Commissioner
Kathleen	Miller	Agriculture	Commissioner
Rhonda	Moses	TRIO Program	Commissioner
Nyla	Moujaes	Campus Life	Staff
Janie	Nunez	EOAA Office	Ex Oficio
Margie	Puerta Edson	College of Nursing	Commissioner
Ann	Samuelson	Center for Low Power Electronics	Commissioner
Jose Luis	Santos	EOAA Office	Ex Oficio
Celia	Sepulveda	Dean of Students Office	Commissioner
Jan	Streitmatter	Educational Psychology	Commissioner
Sundeeep	Suchdev	Undergraduate	Commissioner
Kali	Tal	Humanities	Commissioner
Gail	Tanner	ASUA	Liaison - Beta
Angie	Toledo	Arizona Alumni Foundation	Liaison - BPW
Lynne	Tronsdal	University College	Commissioner
JoAnn	Troutman	SW Institute for Research on Women	Commissioner
John	Ulreich	English	Commissioner
Kasey	Urquidez	Admissions	Commissioner
Allison	Vaillancourt	Human Resources	Commissioner
Kate	Vesely	Office of Communications	Commissioner
Lisa	Wakefield	Undergraduate	Liaison - SAC
Margaret	Wilder	Social and Behavioral Sciences	Commissioner
John	Wilson	Decision and Planning Support	Ex Oficio
Diana	Wilson	ACES Program	Commissioner
Gayle	Zizzo	Geosciences	Commissioner