



Word from the Chair

By Linda Brecci

Welcome, Commissioners, to another year with CSW. I am so very happy to serve as Chair of this fine organization, and so I must begin by thanking you one and all for the energy and enthusiasm that you bring to our projects.

We began this year with a Retreat on September 26. Thirty-two of you came – thank you! At the retreat we were reminded of how much CSW has accomplished in the past year, and we worked on ideas to improve and grow as an organization.

You should take great pride in your accomplishments. Here are some highlights:

- Baby changing tables
- Bias Hot Line
- Family Friendly Map
- General Meetings

- Graduate student parental leave program (progress)
- Intersections Conference
- Lactation Stations
- Newsletters
- On-campus day care (progress)
- Mini Grants
- Recruitment Tea
- Young Women's Empowerment Academy
- Vision Awards

This fall two stories in Lo Que Pasa provided us with some terrific publicity. Special thanks go to our Outreach and Education workgroup for setting those up.

We are off to a good start, and I will leave it to our workgroup chairs to tell you more in this issue of our newsletter.

Thank You Edie Auslander!

CSW takes this opportunity to recognize and honor Edie Auslander. She was instrumental in the development of the Commission on the Status of Women.

A native Tucsonan, Edie graduated from the UA with bachelor's and master's degrees in journalism. She worked as a reporter and section editor for the Arizona Daily Star and as a UA journalism professor before becoming the first Hispanic woman to join the Arizona Board of Regents for an eight-year term in 1984.

Edie served as president of ABOR for the 1989-90 school year. During that time she initiated a system-wide study on the status of women. From this study, she gained support for the establishment of the Commission on the Status of Women.

Edie served the University of Arizona for 16 years and after her retirement continues to do so in her role at the UA Foundation.

Thank you, Edie Auslander, for all your support over the years.

Inside this issue:

Word from the Chair	1
Thank You Edie Auslander	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 2007-08 year was an active one for CSW: the workgroup coordinated two CSW meetings, the Vision Award event, a welcome Ice Cream Social, a Recruitment Tea, prepared two semi-annual newsletters, and ran the CSW mini-grant program.

For the 2008-09 year, our eight-person workgroup has two Commissioners new to the group.

Our work this year falls into several well-defined categories. We will be organizing CSW meeting and events, including the Fall General Meeting, at which Edie Auslander will be honored, the Spring General Meeting, and a recruiting event in the spring. We also assisted the Professional

Development workgroup with the November Vision Awards ceremony that is part of the Intersections luncheon.

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 2009.

To increase the visibility of CSW, the workgroup will also take the ideas that were generated by the September CSW Retreat and use those to help disseminate information about CSW.

The O & E workgroup is also responsible for the successful CSW website. We will continue to make improvements and updates to it over the coming year.



Equity Workgroup

By Susan Richards

The CSW Equity workgroup is working on three projects: parental leave accommodation for graduate students; a pilot survey of chemistry graduate students; and our new project, assessing the impact of the UA Transformation on staff.

We have been driving an effort to define parental leave accommodation for graduate students. While there is a general agreement that such a program is needed, a counterproposal from the Graduate College and Human Resources suggests that the oversight of such a program be left in the individual departments. CSW is working together with the Graduate & Professional Student Council to formulate a counterproposal that will address the apprehensions of all involved.

Concerns about the UA climate for female graduate students led to a pilot study of the Chemistry Graduate Program. Chemistry was chosen because it is the largest Ph.D. program on campus, and because there is a strong perception that female graduate students were leaving the program at a higher rate than males.

The study, supported by UA's ADVANCE program, explored the history of the graduate

program and included an online survey about the current climate in the department.

The study showed that in contrast to the past, the department has changed significantly and is actually graduating women at or above national average. However, overall retention of doctoral students, both female and male, appears to be a key issue for the department. Fortunately, the results of the survey have led to several new initiatives to improve the climate for all chemistry graduate students.

The workgroup's intent to expand the survey to all graduate students on campus is on hold currently, because we have a strong sense that the UA transformation process is overshadowing any focus on issues about campus diversity.

The Equity workgroup is formulating a new project that will address concerns regarding employee recognition and highlight/address some of the hardships -- especially for employees with family responsibility -- during the UA transformation process.

Family Care Workgroup

By Amanda Brobbel

The Family Care workgroup continues to work toward the goal of on-campus childcare. Our workgroup's recent achievements include reviewing childcare arrangements at our peer institutions and PAC-10 institutions and stimulating the creation of a Campus Childcare Committee.

The committee, which includes members of CSW's Family Care workgroup and other members of the campus community, issued a Request for Proposals for on-campus childcare.

The Campus Childcare RFP committee has received the proposals and is now evaluating them and moving on to the second stage of the process.



Special Events Workgroup

By Alison Greene & Gretchen Gibbs

CSW was proud to sponsor the second annual Young Women's Empowerment Academy (YWEA) on Saturday, April 19, 2008 at the University of Arizona.

Girls and workshop leaders got to know each other during three morning workshops: West African Drumming, Healthy Body Image & Self Esteem, and Physics Fun. After a complimentary lunch, the afternoon was filled with fun as participants

learned about the University of Arizona campus searching for clues and answers in a treasure adventure about famous women! Parents & Caregivers participated in a 1-hour program specifically geared towards supporting families in raising strong women.

This year's academy will take place on Saturday April 18th, 2009. More details to come in the near future!

Professional Development Workgroup

By Cynthia Malbrough

The Professional Development workgroup plans the Intersections Conference, a professional development workshop held in the fall for UA classified staff and appointed professionals. This year's conference, Intersections 2008, was held on Thursday, November 6.

We developed an energetic and inspiring program. The conference agenda included a welcome by Adrian Shelton, a keynote by Robyn Austin, and a plenary session presentation by Allison Vaillancourt. The conference, which runs from 7:30 a.m. to 2:30 p.m., included a continental breakfast and a buffet luncheon.

Five 75-minute workshops featured presentations by experts on topics important to UA employees. Attendees could choose to attend two different workshops. The workshop topics were: Finances, Development Plans, Effective Communication, Personal

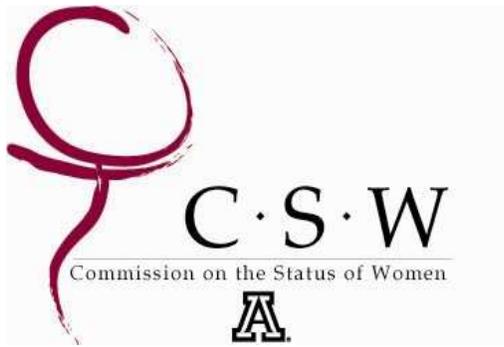
Development, and Overall Well-being.

During lunch, the CSW 2008 Vision Award was presented. This year's winner is Sue Kroeger, director of UA's Disability Resource Center. The award is given to a UA employee who exemplifies characteristics of leadership essential to the achievement of CSW goals.

In addition to putting on the yearly Intersections conference, our workgroup is nearly ready to unveil our new Professional Development Toolkit: a webpage with general information on professional development opportunities around the UA campus. The page includes contact information and funding information.

The page is in the early development stages and a preview of the design and layout will be ready soon. Stay tuned!





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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.