



## Word from the Chairs

Cheryl Muller and Susan Richards

Dear Commissioners,

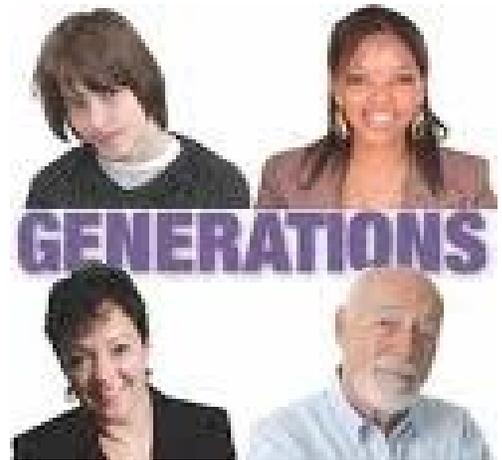
Welcome new Commissioners! And welcome back to our returning Commissioners, our Ex-Officios and our Liaisons! As we begin a new year in our efforts on behalf of CSW, let's take a moment to catch up everyone on some changes. We have added a new workgroup – Mentoring – Co-Chaired by Amanda Brobbel and Mary Irwin. Our Family Care and Equity workgroups also have new Chairs. Diane Davis has taken on Family Care, and Teresa Embry and Mary Good are serving as co-Chairs for Equity.

Building on last year's theme of "Hidden Biases" we have named our new theme of the year "Equity through the Generations". We now have four generations in the workforce who add more complexity to making a work environment inclusive (see article ... on

page 2 for more details)

We look forward to all your endless creativity and energy as we continue to work towards making Campus a great place to study and work.

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



### Welcome New Commissioners!

Krishna Bright (Family Care)

Teresa Embry (Equity Co-Chair)

Charlotte Honeycutt (Special Events)

Mary Irwin (Mentoring Co-Chair)

Ranjini Kandyil-Ledbetter (Special Events)

Shelly McGrath (Mentoring)

Krista Millay (Family Care)

Erin Ratcliff (Special Events)

Monica Tacconi (Special Events)

Beverly Travers (O. and P.D.)

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#### 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 Professional Development Workgroup

By Barb Borich

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During academic year 2010-11, Outreach and Professional Development participated in coordinating two CSW general meetings (with newsletters), the Vision Award event, reviewed and awarded Mini grants to these richly deserving endeavors:

1) The Women's Science Forum, 2) Lilly Ledbetter Campus Presentation 3) Be Education and Active Together (BEAT!) 4) Queer Film Series 5) Aileen Rose Esteban BB Tournament.

We are happy to be a part of this Fall 2011 Kick-Off and look forward to participating in our next Vision Awards event! Our group will jump in to reviewing mini grants proposals early 2012. These fund programs on the UA campus that promote the goals of the CSW. In late spring, our group will participate in the CSW recruitment drive as well

as support the SAC annual Crossroads conference.. We couldn't do any of this work without the tireless support of Kim Menezes.

Thank you very much, Kim!



## Equity Workgroup

by Mary Good and Teresa Embry

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The Equity workgroup is looking forward to another year full of exciting projects. We will launch our online survey for all graduate and professional students in mid-September. The workgroup is eager to begin data analysis of the qualitative and quantitative results, which will help CSW to set goals and launch new initiatives in the coming years. We are also in the planning stages for a new project that will assess the impacts of the UA Transformation Plan on the balance of employees related to gender and other diversity measures. We have many returning members to the workgroup, and we expect to have a productive and stimulating new year !

## Equity through the generations

by Caryn Jung

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Equity and multiple generations at the University are the CSW's themes for 2011/2012. Caryn Jung, MS with UA Life & Work Connections' (LWC) child and elder care and work/life support programs will be sharing a brief introduction about "Multiple Generations at Work and in Class." This discussion will provide context for the commission's planning efforts during this fall's retreat. Caryn, along with LWC colleague Jan Sturges, M.Ed., LPC, serve as CSW Family Care Liaisons and collaborate with Diane Davis and this workgroup regarding dependent care, work and life balance, lactation resources, flexible work arrangements and more. Caryn's disciplines include early childhood education, gerontology and elder care, and flexible work options in support of organizational best practices in higher education. Along with fellow LWC colleagues - Darci Thompson, MSW, LCSW, SPHR and Dave Swihart, MC, LPC - Caryn is featured in the 2009 book, "Establishing The Family-Friendly Campus: Models for Effective Practice" (J. Lester & M. Sallee, Eds.) and is past national Vice President of the College & University Work/Family Association.



# Family Care Workgroup

By Diane Davis

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This Spring, the Family Care Workgroup welcomed 2 new members and had the attention of a captive audience at the Flexible Work Arrangements breakout session at the June 9 SAC Conference with UA Life & Work Connections and Employee & Career Advising from Human Resources. To continue the momentum of the importance of Flexible Work schedules, the group has decided to help continue campus conversations in promoting the Flexible Work Arrangements Guide available at <http://lifework.arizona.edu/wls/fwa>. Our focus will start with an overview of the benefits of flex time, what successful models look like, optimal conditions to define and implement the model, and lastly, the common issues associated with flex time. FCW is enthusiastic to be collaborating with the UA Life & Work Connections team, and you may email Guide content questions to [jungc@email.arizona.edu](mailto:jungc@email.arizona.edu) for assistance and referrals as needed. In our spare time, we'll be reviewing and updating the parent-friendly campus map. We are always looking for successful examples of flexible work arrangements. If you or a department on campus has made it work, please contact Diane Davis, Family Care Workgroup Chair with details at: [di-anem@email.arizona.edu](mailto:di-anem@email.arizona.edu). For more information about CSW, visit <http://csw.arizona.edu/>.

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## Special Events Workgroup

By Paul Lee

The 5<sup>th</sup> Annual Young Women's Empowerment Academy took place on April 23 of this year. This year we had 63 participants pre-registered for our youth program with a total of about 70 attending including walk-in registrations. Our morning Parents/Cargiver program was attended by a small group of 14 people. This year's event included the following workshops.

Healthy Body Image and Self-Esteem, presented by Alison Green and Monica Davis of the Southwest Institute for Research on Women, University of Arizona.

Presenting Your Best Self, presented by modeling coach Christina Standifer, EnHaus, LLC

Listen to Me, presented by the Toastmasters, Women of Bio5 chapter, The University of Arizona

We Can Stop Bullying Now, presented by Sheri Bauman PH.D, Director of the School Counseling Master's Degree Program, Dept. Of Education, The University of Arizona.

Get the 411 on the College Experience, Presented by Amanda Cheromiah, the Office of Early Academic Outreach, The University of Arizona

This year's favorite was Presenting Your Best Self, which gave the participants advice on how to make the best impression through good stature, positive body language, appropriate dress, voice levels and portraying confidence.

The Lunch Speaker this year was Lizzie Bell, Red Cross Ambassador, with her presentation entitled "Face of a Champion" which recounted her experiences growing up with Diamond-Blackfan Anemia and her growing list of charities that she has started or participated with. For a 17 year old she showed great poise and enthusiasm and, I would like to think, was very inspirational to many of our participants. Many of them had their pictures taken with Lizzie.

Our parents/Cargiver program provided parents with information on how to prepare your children for college. Included these presentations were: Road Trip: What Young Women Need for the Journey of Life, Presented By Kathy Bell, College Maze Dayz by Amanda Cheromiah, Residence Life Dorm Tour by Pam Obondo. The donors for this year's event included Bear Essential News for Kids, Eegees, Target, Bookmans, the Arizona Bank, Residence Life, College of Science, Women's Resource Center and the University Police Department.

We are starting our planning for next year's Young Women's Empowerment Academy a little earlier because we have moved up the timing for our event to the Saturday following spring break, March 17<sup>th</sup>, 2012. Please mark your calendars for the event.

You are more than welcome to attend the Parents/Caregiver sessions. We are even more appreciative if you wish to volunteer to help us out with the



## About CSW

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The Mission of the Commission on the Status of Women (CSW) is to strengthen the University of Arizona by advocating for an inclusive and just Campus environment. The CSW works to limit barriers to the full participation and achievement of all across the Campus. The 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 students, faculty and employees.

CSW has an active and influential role on Campus. Since the Arizona Board of Regents created the Commission on the Status of Women in 1989 for the purpose of assessing the conditions of employment for women at the three universities UA, ASU and NAU. The CSW has focused on areas of compensation and equity, campus climate, and career and professional development. Currently, the CSW has five work groups: Equity, Family Care, Mentoring, Outreach & Professional Development and Special Projects and works closely with the Special Advisor to the President for Diversity and Inclusion.

Commissioners are drawn from all ranks of the university. Administrators, faculty, appointed personnel and classified staff serve 3 year appointments. Graduate and undergraduate student commissioners serve one-year terms. Renewal of service is always an option.

The CSW Executive Committee is made up of workgroup chairs, and campus liaisons. Monthly meetings allow the opportunity to regularly share information, coordinate activities and seek guidance

from the committee annual general membership meetings give the whole CSW group an opportunity to get updates on activities and network with fellow commissioners.

We call upon everybody to join the CSW to make The University of Arizona a great place for all to study and work at!

### 2010 Vision Awards Winners



Dr. Carla J. Stoffle, Dean, University of Arizona Libraries

Dr. Marie Chisholm-Burns , Department Head of Pharmacy Practice and Science.