

April 2011



Word from the Chair

Hello to all Commissioners, Ex-Officios and Liaisons!

The last six months have been packed with activity – and once again I am impressed and delighted by the drive and enthusiasm of all the CSW members. We had a great start to the new commission year at our retreat in September which clearly energized the entire group. As a result there are several new and exciting projects now being developed. These include a new mentoring program and workshops on how to request flex time.

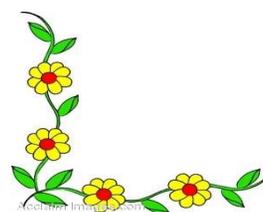
We also have had the opportunity to celebrate. A special highlight was the Vision Awards ceremony in January. We had an incredibly large turnout for the event and were able to recognize two amazing leaders Dr. Carla Stoffle (Dean of Libraries and Center for Creative Photography) and Dr. Marie Chisholm Burns (Head, Pharmacy Practice and Science), who through their actions unequivocally support an inclusive work environment that fosters success in education and careers.

It is also satisfying to be able to see projects coming to fruition. We were successful in completing two longstanding projects: The paid parental leave accommodation for graduate students on assistantship was at long last imple-

mented. It took several years, but in February this project initiated by CSW was opened by the Graduate College. This new program will certainly make a difference to the graduate school experience and it shows the forward-thinking spirit of the UA. We also completed our new “drupalized” CSW Website. All beginnings are hard and we welcome feedback to make this site more attractive and informative.

Finally, our recruiting event is just around the corner on April 28. I encourage you to invite your colleagues to this event who show interest in the work CSW does, as well as others who are looking for professional growth opportunities. And remember to mention CSW is not only for women – we also strongly welcome men to participate. As a group we believe in equal rights and opportunities for both women and men as we actively seek to create more inclusivity starting right here at The University of Arizona!

Susan Richards – Chair CSW



Farewell to our exiting commissioners!

- Marlow Daly-Galeano (Equity)
- Shijie Feng (Outreach)
- Andrea Hunt (Special Events)
- Sehar Mikkemar (Outreach)
- Yvette Wingfield (Outreach)



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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 Education

By Barb Borich

During academic year 2010-11, Outreach and Education participated in coordinating the CSW kick-off event (with newsletter) and the Vision Award event. We also reviewed and awarded 4 very competitive mini-grant proposals.

Special Thank you to Kim Menezes, our Administrative Support!

The mini-grants funded for 2011-2012 are:

- The Women's Science Forum— A regular meeting of the female graduate students and postdocs in astronomy.
- Lilly Ledbetter Campus Presentation— University of Arizona Business and Professional Women
- Queer Film Series—ASUA Pride Alliance/Lesbian, Gay Bisexual Transgendered, Questioning (LGBTQ) Student Affairs
- BEAT!— La Aldea Graduate Housing



Equity Workgroup

By Katrina Jagodinsky

The Equity workgroup has had a busy year. With the graduate student climate survey piloted in February, the large scale survey will go out to graduate students in early April and should produce qualitative and quantitative data to help CSW identify policy goals for the following year. The next step will be to launch a survey for faculty and then staff in order to assess the equity climate for other of CSW constituents. In addition to the survey project, the Equity team proposed a model for a pilot mentoring program that will be taken up by a new Mentoring Workgroup in 2011-2012. This program will pair faculty, staff, and students interested in developing personal and professional advocacy skills that should enhance the overall diversity of our UA community. We look forward to changing leadership in the next year and continued productivity on these exciting projects.



Family Care Workgroup

By Amanda Brobbel

The Family Care Workgroup began the year by researching the benefits of Flexible Work Arrangements and has subsequently been working on a flyer to promote the use of the Flexible Work Arrangements resources already available to us at the U of A based on this recent research. As part of the promotional campaign, committee members have been gathering volunteers who are currently using Flexible Work Arrangements and some managers who support their staff using FWA to speak to U of A media outlets (UA Now, Daily Wildcat, and Lo Que Pasa). We have also been working with our partners at Life & Work Connections to put together a panel presentation on Flexible Work Arrangements to take place at the SAC conference coming up on June 9, 2011 at the Doubletree (Broadway and Alvernon). 11:15 AM-12:15 PM.

Special Events Workgroup

By Paul Lee

This year's signature event is the 5th Annual Young Women's Empowerment Academy which will be held April 23, 2011 at the University of Arizona Memorial Student Union from 8 am -3 pm in the Tucson and Catalina Rooms.

Last year's event hosted 80 girls from all over the city with some as far away as the White Mountains in east central Arizona. This year's event will hopefully have 100-120 participants spending the day with us.

This year there is one big change that has been mandated by the passage of Proposition 107, which outlaws discrimination based on gender and ethnicity, among other things, in any public office. We are not changing the content or the message of our academy workshops but we are opening up the event to both genders as long as they fit within the age categories for our participants. This year's event will present four workshops:

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

We will also have a lunch speaker this year: Face of a Champion, Lizzie Bell, Red Cross Ambassador

In addition to the workshops, we will also have Amanda Cheromiah, from the Office of Early Academic Outreach, presenting "Get the 411 on the College Experience: A Panel Discussion with Students from the University of Arizona".

Our Parents and Caregiver program, offered in the morning will have two workshops:

- Road Trip: What Young Women Need For the Journey of Life, presented By Kathy Bell, Kbella and Company, LLC, Co

-Author of "A Chicken's Guide to Talking Turkey with your Kids about Sex" (with Dr. Kevin Leman) and health education expert.

- College Maze Dayz: Providing Important College Knowledge Information for Families, presented by Amanda Cheromiah from the Office of Early Academic Outreach at the University of Arizona.

Rounding out the Parents and Caregiver Program is the Residence Life Dorm Tour, presented by Pam Obando from the office of Residence Life at the University of Arizona.

We will be looking for volunteers to help us out at this year's event so please if you are available and would like to help us out email Paul Lee, paul@email.arizona.edu and save the date.





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.