



Commission News

Word from the Chairs: Susan Richards and Cheryl Muller

Hello to all Commissioners, Ex-Officios and Liaisons!

It is hard to believe that we have almost completed another full year of dedicated commitment and service to CSW and the Campus community. Thank you all for your continued support of CSW and the stellar work each of you is doing in your workgroups. The updates by each workgroup chair that you will see in this Newsletter are a reminder of the great strides we continue to make as an organization in moving forward our theme for this year “Equity through the Generations”.

Our Commissioners are doing great work, but as always we have members who will be completing their tenure with CSW this June. Please know that we so appreciate all your hard work and if you want to stay on we are delighted to see you continue!

We still expect to be in need of new members in order to continue all the great projects we are pursuing. Please help us find and recruit new and qualified members.

We have a recruitment event scheduled on Thursday April 26th from 3-4:30pm, Chemical Sciences Building (#44), Room 402. Please invite individuals who want to join our great team to the recruiting event and/or encourage them to apply [on-line](#).

Indeed, the upcoming academic year promises to be very exciting with Child Care on Campus and the Mentoring projects gaining lots of momentum. We also see a great opportunity with the change of the University leadership for CSW to build a strong relationship with President Hart.

Our tenure as Co-Chairs of the Commission is coming to an end this June. We have totally enjoyed working with all of you. We continue to be impressed by all the results of your efforts and we look forward to seeing CSW forging ahead making this Campus a more inclusive work and educational environment for all. Thank you for making this such a fantastic organization!

Equity Update by Mary Good and Teresa Embry

This year, the Equity Workgroup has been working to streamline the online survey for graduate and professional students. Earlier in the year, we met with the Graduate College administration to determine how our survey might parallel the current exit survey for graduating students in order to ensure that our data is as useful as possible in providing results and recommendations for the university. The Workgroup has also researched possibilities for two new projects: a salary equity study across the university and a study assessing the impacts of the UA Transformation Plan on the balance of employees related to gender and other diversity measures. We wish to thank our many graduate student commissioners who will be graduating this year for their continued dedication and enthusiastic participation in our projects.

Farewell and Thanks to Our Exiting Commissioners!

Ruth Alminas	Family Care	Cheryl Muller	CSW Co-Chair
Dawn Bell	Family Care	Sylvia Quintero	Outreach
Barb Borich	Outreach	Susan Richards	CSW Co-Chair
LuAnn Cordero	Special Events	Liz Sawyer	Family Care
Cindy Cowen	Outreach	Anastasia Freyermuth	Equity
Eva Izhieman	Special Events	Paul Lee	Special Events

Outreach and Professional Development

By Barb Borich

During academic year 2011-12, Outreach and Professional Development participated in coordinating the CSW kick-off event (with newsletter) and the Vision Award event. We also reviewed and awarded 8 very competitive mini-grant proposals.

The mini-grants funded for 2011-2012 are:

- Society of Women Engineers (SWE)— Lunch Series
- Conflucenter for Creative Inquiry— Scheherazade: Then and Now
- SWE— Role Models in Engineering
- Department of Gender and Women's Studies and the Native American Women's Arch Committee— Celebration and dedication of the Native American Women's Arch in the Women's Plaza of Honor

- Mel and Enid Zuckerman College of Public Health— 6th Annual Social Justice Symposium. Mind the Gap: Healthcare Disparities Across the Globe
- ASUA Pride Alliance/LGBTQ Affairs— Queer Film Series
- Academic Success and Achievement Student Transitions/Retention— Mujeres Sin Fronteras/Women without Borders: Empowering Women, Promoting Higher Education
- Steward Observatory/Department of Astronomy—The Women's Science Forum

A special "Thank you" to Kim Menezes for Administrative Support!! Kim, we couldn't do anything without you!!

Mentoring

By Amanda Brobbel and Mary Irwin

During the fall semester of 2012, the Mentoring Workgroup met regularly to define and then determine what the focus of our first year initiative would be. The group discussed various possibilities regarding groups for whom we could pilot a mentoring program. After initial research and discussions with colleagues on campus, we decided to design a pilot program for graduate students. During the spring semester of 2012, we held focus groups in order to better understand what graduate students perceive to be their needs with regard to mentoring. As a counterpoint to what we learned from the graduate students, we are in the process of researching what faculty mentors perceive regarding their mentoring responsibilities in relationship to graduate students. We are fine-tuning a survey instrument that we will send to a subset of faculty on campus within the next few weeks. Once feedback process has concluded, the workgroup will assess the data and develop a set of recommendations and program objectives for a mentoring program for graduate students.



Family Care Workgroup By Diane Davis

This year, the Family Care Workgroup continued to focus our efforts on making on-campus childcare a reality. In late October, the CSW Executive Committee met with President Sander to provide him an overview of this initiative, followed up with a letter appealing for the support of the UA Administration.

In the meantime, we were fortunate enough to find out that the College of Education, under the direction of Dean Ronald Marx, has been working steadfastly on a business plan alongside a generous donor and other possible university partnerships! As part of the College of Education, the center must be inclusive of research, teaching and community outreach. Site visits and conference calls to follow well established models at universities such as the University of Illinois Urbana Champaign have been implemented. Useful and valuable information on how the center is governed, financed, and operated will be obtained. The Family Care Workgroup fully supports these efforts and is ready to help while the College of Education moves forward quickly but purposefully.

We also look forward to exploring partnership opportunities with the UA bookstore, the Poetry Center and the Alumni Association to sponsor family friendly events across campus.

We hope everyone has a wonderful summer!

Special Events Workgroup By Paul Lee

The 6th Annual Young Women's Empowerment Academy took place March 17th 2012 at the Tucson Room in the Student Union Memorial Center. This year's events featured some returning presenters in our workshops. We also welcomed Erin Strange of the Campus Health Center presenting "Creepy or Cute" and Daniel Erickson, a graduate student in the Education Department doing his workshop on "Cyber-Bullying."

The Youth Workshops were:

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

Cyber-Bullying, presented by Daniel Erickson, a doctoral student in education, and Joanne Cuellar, an undergraduate student in the Department of Education.

Creepy or Cute, presented by Erin Strange, a violence prevention specialist at Campus Health.

On the Parent and Caregiver side of the program, we welcomed Assistant Police Chief John Leavitt of the Tucson Police Department, Rudy McCormick of the Office of Early Academic Outreach and Pam Obando from Residence Life.

Current Issues Facing Young Women With Respect To Alcohol and Drugs-presented by Asst. Chief John Leavitt of TPD

College Maze Dayz Providing Important College Knowledge Information for Families-presented by Rudy McCormick of the Office of Early Academic Outreach.

Residence Life Dorm Tour- Pam Obando of UA Residence Life.

This year our closing ceremony was **El Diablitos Azules Folklorico de Sunnyside High School**. The group was brought to us by

former CSW commissioner Patsy Klein who works with groups all over Tucson. The YWEA has a tradition of bringing culture to its participants and this was special as it was a high school age group performing.

Although we didn't have a lunch speaker this year, we invited our undergraduate student volunteers from the UA to sit with our participants and talk about college. Thank you volunteers! Our student volunteers were a combination of student interns from the Women's Resource Center as well as from other organizations on campus.

This year we saw more community involvement with volunteers from the League of Mexican American Women who brought a number of participants with them. It's very important to us to foster this relationship.

This year our donors included:

National Bank of Arizona, Avon, Bookman's Bookstores, Brooklyn Pizza Company, Egees, 4th Avenue Yoga, Hewlett Packard, Sky Bar, Target, Trader Joe's, UA College of Science, UA Residence Life, and UA Police Department Crime Prevention.

We would also like to thank the University of Arizona President's Office as well as Raji Rhys and Yissel Salafsky of the President's Office for Inclusive Excellence.

Our biggest thanks is reserved for our CSW Special Events Committee members who worked very hard the weeks leading up to the event, and our volunteers who made the event run the smoothest I have ever seen.

Next year's event is planned for April 13th 2013. Mark your calendars! On a final note, it is my turn to step down as chair of the Special Events Work Group but I leave it in the capable hands of LuAnn Cordero and Charlotte Honeycutt, the new Co-Chairs.



Christine Salvesson



Leslie Eldenburg

2011 Vision Award Recipients

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 had 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 o 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. We also work 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 on-year terms. Renewal of

service is always an option.

The CSW Executive Committee is made up of workgroup chairs, and campus liaisons. Monthly meeting allow the opportunity to regularly share informing, coordinate activities and seek guidance from the committee annual general membership. Annual generally membership meeting give the whole CSW group an opportunity to get updates on activities and network with fellow commissioners.

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

<http://csw.arizona.edu>

