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WE'RE ON THE WEB!

<http://awf.web.arizona.edu/>

PRESIDENT'S MESSAGE

WELCOME:

I would like to welcome all of our AWF members to a new year of reinvigorating collaborative efforts toward action that will create a positive, healthy and equitable climate for women faculty at the University of Arizona.

First, I am pleased to share our appreciation for the women who have served AWF in the past year 2006/2007. A big thanks to **Karen Anderson**, president, who stepped up to lead AWF last year and who organized this year's salary equity committee, sessions last year on gender harassment, and women faculty through the generations. She also kept us all apprised of the current threats to academic freedom that we are facing nationally and statewide. Thank to **Laura Berry**, secretary, for her work on the women faculty through the generations panel and—for her sabbatical this year.

Thank you to **LouAnn Gerken**, webmaster, for her continued contributions with updating event pictures and new weblinks for salary equity information. Thank you to **Karen Seat**, treasurer, who has organized our membership and treasury for the last couple of years and congratulations on her tenure, sabbatical, and new baby!

Thanks also to **Toni Griego-Jones**, past president and Minority Women Faculty Committee, has continued to provide her leadership in organizing the minority women faculty to meet and share climate issues with President Shelton. Last year our meetings with President Shelton focused on informing our new President

about the status of women on campus with a focus on climate issues and salary equity. We also had a successful luncheon with the Arizona Board of Regents with more than 60 people in attendance, where we discussed topics of salary equity and academic freedom.

We welcome our new AWF board members, committee members, college liaisons, and CSW, ADVANCE, Millenium Project, and WAM liaisons. We look forward to your contributions to the organization and our goals of advancing faculty women and their issues. We have many activities planned for the upcoming year.

Wendy Theodore, recruitment committee, has taken the lead in organizing our annual Fall Reception, Friday September 28: 3-5 p.m. at Special Collections in the UA Main library. **Barbara Williams**, vice president, is organizing our annual luncheon with the Board of Regents on Jan. 23, where we will have an excellent opportunity to communicate the issues of UA women to the Regents.

Linda Lumsden, secretary, prepared our first newsletter; and **Sue Kroeger**, treasurer, is updating our membership. We hope that you will join us to sit down and talk with the Board of Regents about strategies to improve the environment for UA women faculty. The graduate

(continued on page 2)

PRESIDENT'S MESSAGE

(continued from page 1)

student committee will work with the graduate student showcase to offer awards to female graduate students for their research presentations. The salary equity/action committee has already begun meeting and preparing a proposal for the upcoming year to advance our thinking and action for salary equity of women on main campus. The AWF Board will meet with President Shelton on October 8 to discuss salary equity and climate issues.

The mission of AWF is to achieve a campus climate that fosters the careers of women faculty and academic professionals through (1) lobbying state legislature, Board of Regents, University administration, and the Commission on Status of Women for the rights of women (equal pay, equal opportunity, and just treatment) (2) fostering an interdisciplinary community by promoting discussions and interactions on topics that impact women faculty and academic professionals (3) provide opportunities to discuss professional and personal experience in order to create a realistic picture of academic life, develop strategies for advancement, and keep current on the status of women (4) assist members in obtaining information relevant to professional development (5) mentor and support post-doc and graduate students.

You are invited to renew your membership or to join for the first time. Our current membership form allows members to pay for one year, several years or to become lifetime members. Membership dues allow AWF to fund our annual activities (Fall Reception, ABOR luncheon, bringing in nationally renowned female speakers), to offer women faculty travel grants, and research awards to

graduate students. Benefits of AWF membership include an active role in shaping a woman friendly environment, sharing your voice on the concerns of women on campus, and working with like-minded women.

In the following pages you will find descriptions of the subcommittees that work on various AWF issues (salary equity/action committee, family care issues, graduate student committee, minority women faculty, AWF recruitment). Once you are an AWF member you will be added to our listserv and eligible to attend the ABOR luncheon, apply for travel grants, and be sponsored for the Byn Mawr Summer Leadership Institute, and join subcommittees.

We encourage you to take part in the upcoming AWF activities and to join us in our efforts to work toward achieving a campus climate that fosters the careers of women faculty and academic professionals. I have personally found that AWF has been a positive influence for my professional career in that I have learned more about the campus-wide university climate and received mentoring. Keep an eye on our website for upcoming events and more information on career related information for women faculty and academic professionals.

Have a great year,

Andrea Romero, AWF President

2007-2008 AWF NEWS AND EVENTS

FALL RECEPTION

October 5, 2007

Meet the 2007-08 AWF board members and mingle with other women faculty at the fall reception in the Special Collections Room of the UA library from 3 to 5 p.m. Refreshments will be served.

LUNCH WITH THE ARIZONA BOARD OF REGENTS

January 23, 2008

Join us for a luncheon with the Board of Regents, an opportunity to share information about issues important to women faculty. Please sign-up early for this popular event to ensure your “seat at the table” with the Board of Regents and campus leadership. Send in your payment with the 2003-2004 Membership Form (see page 7).

AWF TRAVEL GRANTS

AWF will offer two travel grants of \$500 each in 2007-08 to assist women faculty and one grant of \$300 for a graduate student to defray research and conference related travel costs. Last year, Celeste González de Bustamante of the Department of Journalism received a \$500 AWF travel grant. Here is her report:

The AWF grant provided me with a once in a lifetime opportunity to exchange research ideas and develop professional contacts for the future. My paper, “Hot Rockets and Cold War: Mexican Television News, 1957-1969,” was the only paper selected from a U.S. scholar to be presented at the International Journalism Conference sponsored by the journalism division of the International Communications Association and the Society of Brazilian Journalists in Porto Alegre, Brazil in November 2006. The chance to sit down and discuss issues related to journalism research with scholars from six continents allowed me to share my work and take initial steps toward future collaboration among scholars and universities.

For example: I have been invited to and have joined a network of journalism researchers in Brazil; I have begun writing a collaborative article with a colleague from the Federal University of Rio de Janeiro; I plan to work with other Brazilian scholars to establish an exchange program for journalism students and professors; and I met scholars from Turkey and Germany who are interested in future collaborative projects with me and the UA Department of Journalism.

Beyond that, while my stay in Porto Alegre was brief, I established numerous professional friendships that I hope will last for many years to come. Being a new member of the academy, I greatly appreciated the chance to go beyond our nation's borders to learn about the current state of my field in other parts of the world. Thanks to the generous support of the University of Arizona Association for Women Faculty, I was able to participate in this wonderful and productive event.

AWF also joins with the Provost's Office to sponsor a woman faculty member's attendance at the Bryn Mawr Summer Institute for Women in Higher Education each year.

For more information about the Travel Grant and Bryn Mawr programs, see the website at:

[HTTP://AWF.WEB.ARIZONA.EDU/](http://AWF.WEB.ARIZONA.EDU/)

AWF 2007-08 BOARD OF DIRECTORS

OFFICERS

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Mexican American Studies
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Marshall 338
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Treasurer

Sue Kroeger, Director
Disability Resource Center
Highland Commons D
626-7674
suek@email.arizona.edu

COMMITTEES

Academic Professionals

Chair: Open

Family Care Issues

Co-Chairs

Darci Thompson
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Caryn Jung
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Action Committee

Co-Chairs

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Minority Women's Concerns

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LIAISONS

Liaison to the Millennium Project:

Mona Hymel, Law Instruction 621-3838, hymel@nt.law.arizona.edu

Liaison to the NSF Advance Grant:

Beth Mitchneck 520-621-1112,
bethm@email.arizona.edu

Liaison to the Commission on the Status of Women: Open

Liaison to Women in Academic

Medicine (WAM): Kathryn Reed, MD, College of Medicine 626-6174

College Liaisons

College of Agriculture and Life Sciences: Soyeon Shim

College of Education: Patty Anders:

planders@u.arizona.edu

College of Engineering: Mary Poulton

College of Fine Arts: Staci Widdifield

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College of Public Health: Iman

Hakim

College of Science: Kathryn Bayles

College of SBS: Jarita Holbrook:

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AWF OFFICER BIOGRAPHIES

President

Andrea Romero is an associate professor in Mexican American Studies and Research Center, in the College of Social and Behavioral Sciences. She also has appointments in Psychology and Family Studies & Human Development. Her research interests include studying cultural factors that may prevent ethnic and racial health disparities among minority adolescents. She has published several articles that focus on sources of adolescent resiliency found in ethnic identity, families, and low-income neighborhoods. Her current research is focused on adolescent substance use prevention models. She has been a member of AWF since 2000.

Vice President

Barbara Williams is the library liaison for the following engineering departments: AME, ChEE and SIE. She is responsible for ascertaining the information needs of her assigned departments while educating them about library resources and services that can enhance their teaching and research. Since joining the University of Arizona Library in February 2001, she has been appointed to the Undergraduate Council, the Instructional and Curriculum Policy Committee, and elected to serve on the University Hearing Board. She received her undergraduate degree in psychology from Michigan State University, and her masters in library science from Wayne State University. Her area of interest and research is in helping students and researchers become fluent in managing information.

Treasurer

Sue Kroeger is the director of Disability Resources. Prior to coming to Arizona in 1999, she was the director of Disability Services at the University of Minnesota for 14 years. She manages a staff of 40 full- and part-time employees that provide services to faculty, staff, and students with disabilities, assist the University in meeting its obligations, and provide consultation and education.

In addition to her administrative duties, she has presented at numerous conferences, published articles on disability and higher education, and co-edited a book entitled "Responding to Disability Issues in Student Affairs" published in 1993. She has been treasurer and president of the National Association of Higher Education and Disability. She holds adjunct faculty status in the Department of Rehabilitation Counseling, where she teaches undergraduate courses in Disability Studies and advises graduate students. She has been principal investigator for numerous federal grants and has consulted nationally and internationally.

Secretary

Linda Lumsden is an assistant professor in the Department of Journalism, where she teaches American press history and journalism ethics. She is the author of *Inez: The Life and Times of Inez Milholland* (2004) and *Rampant Women: Suffragists and the Right of Assembly* (1997). She writes often on women in journalism history and the suffrage press and is working on a book about the early radical press.

Prior to joining the UA faculty in 2006-07, she was an associate professor at Western Kentucky University, where she taught journalism history and women's studies courses for ten years.

UA ADVANCE PROGRAM

The UA ADVANCE program is among only a few programs funded by the National Science Foundation to promote institutional transformation related to gender equity in science, technology, engineering, and math fields. Our goal is improve the scientific and academic environment at the university by reducing the impact of unconscious bias on hiring, retention, and promotion of female and minority faculty members. We have three tiers of intervention:

The Leadership workgroup focuses on increasing the visibility of faculty members and promotes research-related networking of faculty. This workgroup puts on a variety of high-profile research presentations and has a research grant competition. The Stewardship workgroup begins with the premise that all faculty members are stewards of other faculty members' careers. This group focuses on workshops on mentoring, evaluation, department climate, and hiring the best faculty. The Dashboard workgroup is developing technologies to promote more equitable hiring and retention practices. The premise is that technology can help enable more transparent and equitable decision-making.

Events

On Oct. 4, **Dr. Margaret Murnane**, from the University of Colorado, gave a distinguished lecture on "How to Make Atoms Sing and Molecules Dance: Using Fast Light Pulses to Observe and Control Nature."

On Nov. 1, five UA faculty members will talk about their research on **Nanotechnology**, followed by discussion. (4-6 p.m. in the Optical Sciences building, rooms 408 & 410).

Please look to the ADVANCE website at www.advance.arizona.edu for more information on our initiatives, events, and workgroups.

FAMILY CARE HOSTS BROWN BAG

The Family Care Issues Committee hosted a Fall Brown Bag Exchange on Sept. 27 to discuss family care and work/life issues, and to welcome dependent care colleague, Jan Sturges, M.Ed., LPC. Jan can assist AWF members with their elder care experiences at 626-4770 or at sturgesj@email.arizona.edu.

Additionally, new LWC lactation resources in ongoing support of women's recruitment and retention are available at <http://lifework.arizona.edu/wls/lact/campusLact.php>.

Visit <http://lifework.arizona.edu> to learn more about dependent care, work/life, counseling and wellness programs for Tucson- and Phoenix-based colleagues and undergraduate and graduate/professional students.

AWF BOARD CREATES GRAD STUDENT AWARDS

The AWF Board of Directors has unanimously agreed to fund two \$200 awards to women graduate students.

The awards will honor the two best research posters presented at UA's annual graduate student research showcase in November. Faculty members of AWF will judge the papers.

The awards will help AWF support and mentor future female scholars. Kali Van Campe, co-chair of the Graduate and Professional Student Committee, suggested the award.

The AWF board also is investigating the feasibility of sponsoring a mixer for graduate students during the student showcase.

Association for Women Faculty Membership Form, 2007-2008

Name: _____ Campus Address: _____
Department: _____
College: _____
Position Title: _____ PO Box: _____
E-Mail: _____ Phone: _____

Would you like to be added to the listserv? Yes _____ No _____

Are you :

____ Tenure/Tenure-Eligible ____ Continuing/Continuing Eligible ____ Year-to-Year

Dues

Please take a minute to review our new dues categories.

____ Faculty/Academic professional ____ Graduate student/ Postdoc \$10
\$25 (1 year) _____
\$45 (2 years) _____
\$115 (5 years) _____
\$250 (Lifetime) _____ ____ Sponsor (Dept/College) \$100

____ **Lunch with the Arizona Board of Regents**
Noon, Wednesday, Jan. 23, 2008, \$15 (\$10 grad students)
Vegetarian selection? Yes _____ No _____

Would you be interested in serving on an AWF Subcommittee?
____ Yes ____ No

(Check all that apply)

____ Action (Salary Equity)
____ Family Care Issues
____ Academic Professionals
____ Minority Women's Concerns
____ Membership
____ Graduate & Professional Students
____ Millennium Task Force

Please send registration form and your check (payable to AWF) to:
Sue Kroeger
Director of the Disability Resource Center
Highland Commons
1224 E Lowell St. CAMPUS

AWF MISSION STATEMENT

Approved Spring 1997

The goal of the Association for Women Faculty at the University of Arizona is to achieve a campus climate that fosters the careers of women faculty and academic professionals. Specific objectives of the organization include:

- 1) Lobbying the state legislature, Board of Regents, University administration and the Commission on the Status of Women, a presidentially appointed group, for the rights of women on campus; these rights include equal pay, equal opportunity, and just treatment.
 - 2) Fostering an interdisciplinary community among women by promoting discussions and interactions on topics that impact women faculty and academic professionals.
 - 3) Providing opportunities for members to discuss professional and personal experiences in order to create a realistic picture of academic life, develop strategies for advancement, and keep current on the status of women at the University of Arizona.
 - 4) Assisting members in obtaining information relevant to professional development.
 - 5) Mentoring and supporting female postdoctoral and graduate students to help them become aware of the culture of the academic community.
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