



AWF Newsletter

September 2002

Association for Women
Faculty

THE UNIVERSITY OF
ARIZONA[®]
TUCSON ARIZONA

President's Message

WELCOME!: I am happy to be returning as the Association for Women Faculty's President this year and very excited about AWF's plans for the 2002-2003 academic year. First, I want to thank last year's AWF Board of Directors: Naomi Miller, Past-President; Lindy Brigham, President-Elect; Laurie Marnell, Secretary; Kari McBride, Treasurer; and Yvonne Reineke, Newsletter; and our committee chairs, Barbara Babcock, Darci Thompson, Chia-lin Pao Tao; Jennifer Hart, Toni Griego Jones, Cynthia White, Amy Williamson, Carolyn Walden, Laurie Marnell, and Lindy Brigham. Your hard work and dedication in carrying out AWF's activities and events is sincerely appreciated.

A special welcome and **THANK YOU** to Shari Popen, Tsianina Lomawaima, Billye Foster and Amy Metcalf for accepting positions on the Board.

WELCOME RECEPTION: Our first event this fall will be our annual member welcome reception. This year we are inviting women's groups from around the UA campus to initiate a discussion on issues affecting women at this university. The AWF Board will report on the status of a number of initiatives taking place at the university with the hopes of getting feedback from our members and others our goals for this year. The reception will be held:

September 24th from 4-6 p.m.
Law School Room 146

"Women to Women: Face to Face"

PLEASE COME!!! BRING FRIENDS! We want to meet you and share with you the kinds of things AWF is doing to support women on campus.

And don't forget the

Luncheon with the Arizona Board of Regents.
Wednesday, November 20 12-1

The luncheon presents a very unique opportunity for our membership to voice their concerns to the highest levels of administration at the University and state level.

****PLEASE TAKE A MOMENT TO FILL OUT THE SIGN UP FORM AND MARK THE DATE ON YOUR CALENDARS!!**

OUR ACCOMPLISHMENTS

Please take a moment to review the goals and objectives of AWF on the back page. On top of all we do as educators and researchers to serve the students and future citizens of our society, recreating the academy to better serve **all of US** sometimes seems too overwhelming an undertaking. But we are persevering and below are a few of the things this organization has accomplished, Take note and take heart and let's keep up the good work!

- Co-sponsorship with the Provost's Office of the Bryn Mawr summer leadership institute for women
- Impetus for pilot Career Development Fund for faculty with extensive service and teaching responsibilities
- oversaw 1988 report on hiring and retention by Kathryn Moore—see March, 1999 newsletter for summary of recommendations that are still outstanding
- Initiated promotion and tenure information sessions now housed in Provost's Office
- Co-sponsored salary and workload study in the College of Education in 1986-87
- Recommended formation of CSW
- Impetus for salary equity review process in 1980s that resulted in over \$200 K set aside for adjustments
- Recommended and drafted tenure clock stoppage policy passed by faculty senate in 1990
- Co-sponsored diversity conference in 1991
- Action committee survey on relationship between staff and women faculty in 1993-94
- Protest of Dick Tomey's radio show at Hooter's
- Family care committee published *Answers to Frequently Asked Questions about Family Care Policies at the University of Arizona*
- Recommended creation of a position (which was ultimately filled) to oversee university child care program
- Instrumental in changes to sick child care policy in 2000-01
- Recommended changes to graduate student leave policy in 1999
- Co-sponsor of Millennium Project
- Drafted proposal for parental and maternity leave policy

Mona Hymel,
AWF President

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AWF Members:

Any one with editing skills?? A head for numbers?? You can contribute to your AWF organization by volunteering for Newsletter editor or Treasurer - Please contact one of the current Board members to see how you can actively contribute to an organization that gets results!

Please remember that even if you can't commit time to our events and projects, your membership is crucial to our continued success especially in sponsoring our travel awards.

Thanks to Billye Foster
WE HAVE A BRAND NEW LOOK!!!!

Check out our new
Web Site Design and
Information.
Keep Informed and Up
to Date!!!

w3.arizona.edu/~awf



2002-2003 AWF Schedule of Events

September 24 Tuesday

“Women to Women—Face to Face”

4-6 p.m. Law School Room 146

This is our kickoff event this year to

. Come and share with your community and have your voice heard.

Please RSVP to Lindy (lbrigham@ag.arizona.edu)

November 20 Wednesday

Lunch with the Arizona Board of Regents

11:30-1:30 p.m. Swede Johnson Building, Room 205

Spring 2002

Campus Climate

THINK ABOUT WHAT YOU WANT—SEND SUGGESTIONS TO YOUR BOARD

AWF Travel Grants 2002-2003

This year, the Association for Women Faculty will offer two travel grants of \$400 each to assist women faculty and one grant of \$200 for a graduate student to defray research and conference related travel costs. 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 AWF webpage:<http://w3.arizona.edu/~awf>

AWF Board of Directors

Please welcome and congratulate all our hard working board members, many of whom have put many years of service and commitment into this organization to improve all of our lives. Feel free to contact them with your questions and concerns and most importantly, to volunteer to serve on one or more of the committees that they represent. This organization works by committee! Also please note we need more of you to participate!

Mona Hymel
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INTERIM Newsletter Editor
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Naomi Miller
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Lorraine Marnell
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Molecular and Cellular Biology
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621-7566

**THIS COULD BE YOU
Please Volunteer**
Treasurer Newsletter Editor
Dept
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Phone

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Membership
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621-7174

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626-3936

Darci Thompson
Family Issues Subcommittee
Life and Work Connections
darci@U.Arizona.EDU
621-2493

Tsianina Lomawaima
Minority Women's Concerns
American Indian Studies
lomawaim@email.arizona.edu
621-2269

Amy Metcalfe
Graduate and Professional Student Subcommittee
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amysm@U.Arizona.EDU
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621-3123

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Women in Academic Medicine
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626-4663



AMF Board of Directors—BIOGRAPHIES

Mona Hymel is an Associate Professor at the Law school, and teaches Federal tax law and policy as well as Wills and Trusts. Her research centers on issues involving social/cultural problems and tax policy. She is involved in a number of projects concerning legal ethical issues both locally and nationally. She is interested in issues affecting families and children, which is one of the reasons she became involved in AWF.

Mona Hymel, President, College of Law, 621-3838

Lindy A. Brigham is an Assistant Research Professor in the Department of Plant Pathology in the College of Agriculture and Life Sciences. Her research interests include the interactions of plant roots and microbial communities in the soil. Practical applications of this research include improved agricultural crop health and bioremediation of contaminated soils. She is actively involved in the Association for Women in Science, Southern Arizona Chapter and is working on expanding career options for scientists in academia and industry. She is currently the Coordinator for the Professional Master's Degree Program in the College of Science.

Lindy Brigham, President-Elect, Plant Pathology, 626-8307

Naomi Miller is an Associate Professor in the Department of English, specializing in Renaissance and women's studies and children's literature. Her research publications have focused on Renaissance women writers, and on early modern women in care giving roles, while her creative projects include several picture-book manuscripts and a projected middle-grade novel. At the national level, she has served as Chair of the MLA Committee on the Status of Women in the Profession, and is currently the President of the Women's Caucus of the Modern Languages. At the U of A, her most exciting and rewarding committee work has included chairing the UA Child Care Steering Committee, which helped to establish the UA Office for Child Care and Family Resources, and starting the AWF Family Care Issues Committee, whose efforts were instrumental in encouraging the University to adopt a family care/modified duties policy for all employees, and which produced an AWF publication, Answers to Frequently

Asked Questions About Family Care Policies at the University of Arizona, which is now being used as both a recruitment and retention tool. Finally, as a mother of four children, ranging in age from four to twelve, she is interested in promoting the development of innovative policies that improve the balance between personal and professional lives for all employees.

Naomi Miller, Millennium Project Liaison, English, EDU 621-1836

Laurie Marnell is a Research Associate in the Department of Molecular and Cellular Biology. She received her Ph.D. in virology from the University of North Carolina-Chapel Hill in 1980. She has a grant from the Mountain States Affiliate of the American Heart Association to study mechanisms of fatty acid metabolism in baker's yeast. She is also President of the Southern Arizona chapter of the Association for Women in Science and serves as a representative for the College of Science on the Appointed Professionals Council.

Lorraine Marnell, Secretary, Molecular and Cellular Biology, 621-7566

Billye Foster is an Associate Professor in the Department of Agricultural Education. Billye currently serves as the advisor for Collegiate Cattlewomen, a service club based out of the Animal Sciences Department. Within her home Department of Agricultural Education, Foster serves as coordinator of the Student Teaching Program and teaches methods and curriculum courses. She also advises both undergraduate and graduate students and serves as the Department web master. "Women in Agriculture" is the focus of Billye's research at the University. Through this work she began the Desert Roses Newsletter in 1996 and its sister web site in 1997. Designed originally as a support letter for women teaching agricultural education in Arizona, the newsletter now reaches women nationwide. Recent additions to the website include a 'Mentoring Directory' providing links to women in the profession across the country. "I believe the key issue facing women in academia is the acceptance of the concept that the issues we face are not ours alone, but rather the



BIOGRAPHIES—continued

issues facing all members of the academic world. Both men and women suffer because of inequities. Our challenge is to recognize this and face all issues as a united front.”

Billye Foster, *Website, Agricultural Education* 621-7174

Barbara A. Babcock is Regents Professor of English and founding Director of the Program in Comparative Cultural and Literary Studies at the University of Arizona. She has also taught at the University of Texas and Brown University, where she was Director of the Pembroke Center for Teaching and Research on Women. Trained in both comparative literature and anthropology at the University of Chicago, Barbara has published widely in folklore, symbolic anthropology, literary criticism and feminist studies.

Barbara Babcock, *Action Subcommittee, CCLS/English*, 626-3936

Darci Thompson, MSW, CISW is the Director of UA Life & Work Connections. Unique features of this program address "whole person wellness" through the integration of child and elder care services, employee assistance, worksite wellness, and work/life support to over 10,000 faculty and staff and select child care and work/life services to a population of approximately 35,000 students. These efforts provide a unique life cycle response to help facilitate and ensure the well being of the organization and the individual. Colleagues have recognized this program, locally and nationally, for innovation and leadership in the fields of work/life, employee assistance, and worksite wellness services. Apart from her administrative and clinical duties; Darci maintains a private practice. She has presented to national, state, and local forums, worked as an external consultant, and as faculty and field liaison for Arizona State University (ASU) School of Social Work. A certified independent social worker, Darci holds a bachelor's degree in communications/marketing from the University of Arizona and a master's degree in social work from Arizona State University.

Darci Thompson, *Family Issues Subcommittee Life and Work Connections*, 621-2493

K. Tsianina Lomawaima (Creek/Cherokee--not enrolled) is Professor of American Indian Studies at the

University of Arizona. Prof. Lomawaima earned a Ph.D. (1987) in anthropology from Stanford University, where she was a Dorothy Danforth Compton fellow. In 1988, she was hired as an Assistant Professor in the Anthropology Dept./American Indian Studies Center at University of Washington, Seattle, and in 1991 she received a Distinguished Teaching Award. In 1994 she moved to the University of Arizona, American Indian Studies Program. Her research on the experiences of American Indian alumni of a federal off-reservation boarding school is rooted in the experiences of her father Curtis Thorpe Carr, who was raised from age 7 at Chilocco Indian Agricultural School in Oklahoma. Interviews with her father and sixty of his contemporaries, plus information from federal policy and archives, appear in *They Called it Prairie Light: The Story of Chilocco Indian School* (1994, University of Nebraska Press), winner of the 1993 North American Indian Prose Award, and the American Educational Association's 1995 Critics' Choice Award. She teaches courses at University of Arizona on American Indian education, contemporary issues in Native America, history and philosophy of native societies and cultures, and ecology demography & disease.

K. Tsianina Lomawaima, *Minority Women's Concerns, American Indian Studies*, 621-2269

Amy Williamson is an Associate Professor with the Department of Spanish and Portuguese where she teaches courses on Golden Age Spanish literature with literary theory. She has published a book employing chaos theory to explore the humor of Cervantes's last work. Her current research focuses on Early modern women writing in Spanish though out Europe. She has served on the University Wide General Education Committee and has recently been elected to CAFT.

Amy Williamsen, *Liaison to the American Association of University Women (AAUW), Spanish and Portuguese*, 621-3123

Toni Griego Jones is Associate Professor in the Dept. of Teaching & Teacher Education and teaches courses in Educational Foundations and Bilingual Education. Her research interests include studying pre-service teachers' beliefs about second language learning and research on Hispanic parents' contributions to their children's academic achievement. With her Ph. D. in Social & Multi-cultural Foundations of Education from the University of



BIOGRAPHIES—continued

Colorado-Boulder, her writings are often used in the preparation of teachers for the student diversity found in public schools. She is an active member of the National Association for Bilingual Education (NABE), the American Association of Colleges for Teacher Education (AACTE), and Teachers of English to Speakers of Other Languages (TESOL). She is a founding member of the Women in the Deanship Study Group in AACTE and is currently serving as Program Chair for the Teacher Education section on teacher knowledge in ethnic/racial and linguistically diverse settings for the American Educational Research Association (AERA) and on the Editorial Board for the Journal of Literacy Research.

Toni Griego Jones, *Liaison to the Commission on the Status of Women, College of Education, 626-8062*

Shari Popen is Adjunct Assistant Professor in the department of Language, Reading, and Culture. She teaches courses in educational foundations, specifically focusing on globalization and education; social and environmental justice; history and philosophy of education; art, architecture, and space. She was associated with the UA Child Development Center Project, working with UA faculty to design a graduate IDP in Children's Studies and Public Policy.

Shari Popen, *Membership, Language, Reading and Culture, 621-1311.*

Cynthia White is an Associate Professor in the Department of Classics and Director of the Undergraduate Latin Program. Her research and publications include articles and a forthcoming book on ancient Greek and Roman wedding songs, Latin pedagogy, and a critical edition and translation of a medieval Latin bestiary. She is the chair of the Travel Grant Committee, a sub-committee of AWF. For information on AWF Travel Grants, consult the web page: <http://w3.arizona.edu/~awf/facultygrant.html> or get in touch with Cynthia at ckwhite@u.arizona.edu or 626-8296.

Cynthia White, *Travel Grant Awards, Classics, 621-7271*

Carolyn E. Walden is the Director of the College of Medicine Research Office. She received her MS from the University of Washington in 1976. She is an active member of the UA College of Medicine's Women in Academic Medicine, the Southern Arizona Bioindustry Cluster, and the Arizona Bioindustry Cluster and is a reviewer for Metabolism. Her research interests include; cardiovascular

disease and lipid metabolism, diabetes, and gender differences in disease risk and management.

Carolyn Walden, *Women in Academic Medicine Ad Hoc Committee, College of Medicine Research Office, 626-4663*

Amy Metcalfe is a PhD candidate at the Center for the Study of Higher Education at the University of Arizona. She is currently studying the role of information technology in organizations, the restructuring of academic labor, and intellectual property policy. She is a research assistant for a National Science Foundation (NSF) grant housed at the Center, the "Universities in the Information Age" project. For the past two years she has been a member of the UA Web Council, the policy-making and advisory board for electronic communications at the University, where she helped to formulate campus-wide policy regarding web accessibility for people with disabilities, among other issues. She has also recently worked in the area of instructional design and faculty development as a member of a grant-funded project housed at the Faculty Center for Instructional Innovation at the UA. As a graduate student, her primary concerns for women on the UA campus are the following: the professionalization of female graduate students who aspire to faculty careers, the (in)adequacy of institutionally-provided health care for women of childbearing age, and the promotion and tenure status of women faculty mentors/role models. She is also hopeful that the Millennium Project report will lead to policy changes and increased dialog regarding the issues that face professional women at the University.

Amy Metcalf, *Graduate and Professional Student Subcommittee, Higher Education, 621-5177*



COMMITTEE TASKS and GOALS

This is where the rubber hits the road. Contact the subcommittee chair to volunteer to serve.

ACTION

The roles of the Action Subcommittee are 1)to take action regarding and advocate--if possible or necessary--perceived problems brought to AWF; and 2)to publicize and raise campus awareness regarding gender issues and inequities of women faculty, staff, and students. In this regard, the Action Subcommittee coordinates its activities and concerns with the AWF Millennium Project Subcommittee, and thus with MROC. The present focus of our committee is gender harassment, and contributing to the development of mechanisms for dealing with this widespread problem, thus improving the "climate" of the University.

Barbara Babcock, Action Subcommittee, CCLS/English, 626-3936

FAMILY ISSUES

Update on TADA... Saunie Taylor, Vice President for Campus Life, sponsored the appearance of Cathy Nicholson of the Human Resources Department at a meeting of the President's Cabinet. Cathy presented members of the cabinet with information about the changes the Association for Women Faculty proposed to the Temporary Alternative Duty Assignment Policy (TADA). After few questions and some discussion, members of the cabinet indicated they were in favor of the proposed changes. The revised policy appears in both UHAP and the classified Staff HR Policy Manual. The brochure AWF produced about TADA, "Answers to Frequently Asked Questions About Family Care Policies at the University of Arizona," has been revised and is ready for publication on the web. It will appear on, and be available to link from, the Human Resources website the week of September 6, 2002.

Darci Thompson, Family Issues Subcommittee Life and Work Connections, 621-2493

MINORITY WOMEN'S CONCERNS

TO: facilitate communication among minority faculty, and bring issues of concern before the University community; To work for a productive and supportive working environment for all faculty
K. Tsianina Lomawaima, Minority Women's Concerns, American Indian Studies, 621-2269

ACADEMIC PROFESSIONALS

As the issues of equity are clarified and refined, the status of academic professionals emerges as a critical concern for women on campus. Women more commonly seek and retain non-tenured positions for a myriad of reasons, but many issues of equity are involved.

Lorraine Marnell, Secretary, Molecular and Cellular Biology, 621-7566

GRADUATE AND PROFESSIONAL STUDENTS

The Graduate and Professional Student Subcommittee would like to increase interaction between female graduate students and faculty mentors during the 2002-2003 academic year. In addition, the Subcommittee will continue efforts to recruit more graduate students to the membership of AWF.

Amy Metcalf, Graduate and Professional Student Subcommittee, Higher Education, 621-5177

MILLENNIUM TASKFORCE

As co-sponsors of the Millennium Report, AWF is taking an active role in ensuring that the needs and desires of it's members are being met. This taskforce will act as a conduit between the AWF membership and the various Millennium Oversight groups that have been formed to see that the recommendations of the Millennium Project Report are implemented. Our WEB site has been redesigned by Billye Foster to better inform our membership of the latest results of these University-wide efforts.

Lindy Brigham, President-Elect, Plant Pathology, 626-8307

**Association for Women Faculty
University of Arizona, Tucson, AZ
AWF Membership Form, 2002-2003**

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

DUES:

____ Sponsor (Department/College) **\$100**
____ Faculty/Academic professional **\$25**
____ Graduate student or Postdoctoral associate **\$10**

ARE YOU:

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

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

If **yes**, which Subcommittee? (Check all that apply)

____ Action ____ Family Care Issues ____ Academic Professionals ____ Millennium Taskforce
____ Minority Womens' Concerns ____ Graduate and Professional Students

____ **Lunch With the Arizona Board of Regents** **\$11**

Please choose one: ____ Chicken Sesame Salad ____ Vegetarian Salad

TOTAL ENCLOSED: _____

*AWF cannot accept any payment from University accounts. To join, please fill out form and mail in with dues to our Treasurer/Membership Secretary, listed below. Please send registration form and your check (**payable to AWF**) to:

Shari Popen
(AWF Membership)
Dept of Language, Reading and Culture
Education 512
Campus Mail
Spopen@dakotacom.net





Mission Statement

Approved Spring 1997

The goal of the Association for Women Faculty at the University of Arizona is to achieve a campus climate which 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.

