



AWF Newsletter

September 2004

Association for
Women Faculty

The University of Arizona

President's Message

WELCOME:

I would like to welcome all of our AWF members to a new year and a new set of activities and issues. But first we must thank last year's board members for the exceptional work that they have accomplished. Lindy Brigham has been the major force behind AWF activities for several years. While she has moved to the post of past-president, I would like to send her a personal thank you for the enormous energy that she has brought to AWF activities and the AWF agenda. Amy Metcalfe devoted months and months to developing a successful first annual graduate student symposium. Please look out for announcements related to the next round of symposium activities! Mona Hymel leaves her formal position on the board but has transitioned to the College of Law liaison to AWF – so thanks for all that you have done and welcome back! Please welcome to the board an important new member, president-elect Toni Griego Jones. Toni is a member of the College of Education and has organized another group, Minority Women. She brings with her a new perspective and a tremendous history of activism. We also have a new category of board members, college liaisons. We are trying to increase the representation on our board by having at least one member from each UA college. Liaisons have a key role in communicating to faculty in their colleges and to the board issues of concern and interest in their particular colleges. My experience as both associate dean and interim vice provost taught me that while there are many issues that transcend your location within the administrative structure of the university, college-specific issues also arise. The college liaisons then will hopefully provide input from the various perspectives on campus. If you do not see your college on the list in the newsletter and would like to be a college liaison, please contact me.

I would like to say a special farewell to Naomi Miller who recently left UA to take a position at Smith College as Director of Institutional Diversity and Assistant to the President. Naomi has shared her enthusiasm and ideas with many UA faculty and staff. She played a critical role for many years that enabled many important projects to take off. Thank you Naomi.

What does AWF do? AWF has a long history of bringing issues to the forefront of the university's agenda. AWF participated in the formation of the Council on the Status of Women (CSW) and with CSW co-sponsored the Millennium Project (see the following url for the report on faculty issues <http://www.u.arizona.edu/%7Emillen/phase1/report-summary.htm> and this one for staff <http://www.u.arizona.edu/%7Emillen/millen2.htm>). A portion of your AWF dues goes toward funding Travel Grants for faculty and graduate students. Cynthia White admirably administers the grant program – so please be on the look out for announcements. AWF also was instrumental in securing tenure clock delays for all faculty members for the birth or adoption of a child as well as the temporary alternative duties assignment policy enabling all faculty members to have more time to care for children.

This first newsletter of the year draws attention to the activities that we are planning throughout the year. Our first activity is the Fall Reception on Friday, September 17th at Special Collections at the UA Library at 4pm. Please join us to kick off a new year. Our next event is the Annual Luncheon with the Arizona Board of Regents (ABOR) on November 17th at the Student Union. This event is a unique opportunity to sit with the members of ABOR and discuss with them issues of concern to faculty. See materials in this newsletter to sign up for the luncheon. Next semester we will once again partner with the Office of the Provost to hold a series of events in February 2005 to create a campus-wide conversation on the increasing public and private nature of the academy. We are co-sponsoring the visit of the Provost of Syracuse University, Debbie Freund, who will participate in that conversation as well as in conversations about gender and diversity and women in leadership positions. Please be on the look out for announcements.

The AWF board looks forward to continuing our theme of changing the workplace and to communicating broadly across campus about these issues. We look forward to seeing you at our events – beginning with the Fall Reception on September 17th!

Beth Mitchneck

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Check out the AWF website!

<http://w3.arizona.edu/~awf>

2004-2005 AWF Schedule of Events

FALL RECEPTION

Friday, September 17

Special Collections

UA Main Library

4pm-5:30pm

Come greet the membership and become acquainted with the Board and your college representatives!

Lunch with the Arizona Board of Regents

November 17th, 11:30-1:00 pm

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 2004-2005 Membership Form (see page 7).

CONVERSATIONS WITH PROVOSTS

Women in Academic Leadership

The Increasing Public and Private Nature of the Academy in the U.S.

February 15-17, 2005

In conjunction with Provost George Davis and Provost Debbie Freund, Syracuse University
Time and Place TBA

Graduate Research Symposium

Spring 2004

Date and Campus Location TBA

AWF Board of Directors

Executive Board

President

Beth Mitchneck
SBS Associate Dean
621-1112/621-1139
bethm@sbs.arizona.edu

President Elect

Toni Griego Jones
Teaching and Teacher
Education
626-8062
mariej@email.arizona.edu

Past President

Lindy Brigham
Plant Pathology
626-8307
lbrigham@ag.arizona.edu

Secretary

Karen Anderson
History
621-1706
karena@email.arizona.edu

Treasurer

Mary Voyatzis
Classics
621-3446 mev@u.arizona.edu

Communications

Billye Foster
Agricultural Education
621-7174
billye@ag.arizona.edu

Subcommittee Chairs

Action Subcommittee Chair (open)

Family Care Issues **Subcommittee Chair**

Darci Thompson
UA Life and Work
Connections
621-2493 darci@u.arizona.edu

Minority Women's Concerns

MaryAnn Willie
American Indian
Studies/Linguistics
621-9726
mwillie@u.arizona.edu

Graduate and Professional **Students**

Jessica Bagger
baggerj@email.arizona.edu
Layne Paddock
paddock1@u.arizona.edu

Commission on the Status of **Women Liaison**

Toni Griego Jones
Teaching and Teacher
Education
626-8062
mariej@u.arizona.edu

Travel Grant Awards

Cynthia White Department of
Classics Learning
626-8296
ckwhite@u.arizona.edu

AWF Millennium Oversight

Maureen Kelly
Family and Consumer Science
621-7127
mekelly@ag.arizona.edu

College Liaisons

*College of Agriculture and Life
Sciences*
Soyeon Shim
Eller College of Management
Lil Mills
College of Engineering
Mary Poulton
College of Fine Arts
Staci Widdifield
College of Law
Mona Hymel
College of Medicine
Anne Wright
College of Public Health
Iman Hakim
College of Science
Kathryn Bayles

AWF Board of Directors--Biographies

President

Beth Mitchneck is Associate Dean for Academic Affairs for the College of Social and Behavioral Sciences and Associate Professor of Geography and Regional Development at the University of Arizona. Her decanal duties revolve around faculty matters including promotion and tenure and faculty development. Her current research focuses on analyzing the geographical variation of local governance and economic development in Russian cities and regions. She publishes scholarly articles about local governance in the post-Soviet period and on migration in the former Soviet Union.

President Elect

Toni Griego Jones is Associate Professor in the Department 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 & Multicultural Foundation of Education from the University of 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 Literary Research.

Past President

Lindy 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 academe and industry. She is currently the Coordinator for the Professional Master's Degree Program in Applied Biosciences in the College of Science

Secretary

Karen Anderson, Professor and Head, Department of History. I received my Ph.D. in history from the University of Washington in 1975 and have been on the faculty here since 1980. My teaching and research interests focus on U.S. and women's history. I am currently working on a history of the Little Rock, Arkansas school desegregation crisis, 1950-1964 and am serving as head of the Department of History. I was president of AWF in 1988-1989.

Treasurer

Mary E. Voyatzis, Associate Professor and Head, Department of Classics. I have been teaching Modern Greek and Classical Archaeology at the University of Arizona for many years. When I first came to Tucson in the late 1980's, the Association for Women Faculty was a most welcoming unit on campus. Since 1990, I have been actively involved in AWF, especially in the Family Care Issues subcommittee. I worked on this subcommittee for many years and chaired it for two years. In 1998, we produced the booklet entitled Answers to Frequently Asked Questions about Family Care Policies at the University of Arizona, which I edited. We have seen small improvements in the climate of the University of Arizona campus over the years, but there is still much more we need to do.

Web Site Manager

Billye Foster is an associate professor in Agricultural Education. She serves as co-chair for the CALS Diversity Committee and is a member of CALS MROC. Foster is also an affiliate faculty member of Women's Studies. Within her home Department of Agricultural Education, Foster serves as coordinator of the Student Teaching Program and teaches methods and curriculum courses. Foster also teaches a graduate class revolving around women in academic agriculture. 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 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."

Family Care Issues Subcommittee Chair

Darci Thompson, MSW, CISW, is the Director of UA Life & Work Connections (LWC) and serves as faculty and field liaison for Arizona State University School of Social Work. Nationally recognized as a "best practices" model in the work/life field, LWC offers professional, life-cycle-oriented child, elder, wellness and counseling services. The unit supports a range of junior and tenured faculty issues such as the integration of academic, family and personal responsibilities and relationships, financial and sick child assistance and faculty/student and coworker interactions. Recent enhancements include increased financial assistance ranges for the employee Child Care Voucher and student Child Care Subsidy programs and a new Sick Child Program vendor. Information concerning program services and specialists can be viewed at <http://lifework.arizona.edu>.

Minority Women's Concerns Subcommittee Chair:

MaryAnn Willie is an Associate Professor and a member of the Dept. of Linguistics and American Indian Studies Program at the University of Arizona since 1994. She teaches courses on the Navajo Language and directs the Native American Linguistics Masters program (NAMA). The NAMA program provides training in practical linguistics for Native Americans communities. Professor Willie grew up on the Navajo reservation, and her parents are monolingual speakers of Navajo. She received her Ph.D. in Linguistics in 1991 from the University of Linguistics.

Academic Professionals Subcommittee Chair

Elizabeth Turtle is an Assistant Research Scientist in the Dept. of Planetary Sciences in the College of Science. Her primary research interest is the application of numerical modeling in combination with spacecraft observations to understand the geophysical processes that act to shape planetary surfaces. Her current projects include: modeling the formation and evolution of Io's mountains, simulating impact cratering on Europa and the icy satellites to constrain ice thickness and subsurface properties, documenting and modeling landform deformation on Mars due to viscous creep of ground ice, and modeling double ridge formation on Europa. She is also working with the imaging team for NASA's Cassini mission to Saturn to plan and analyze observations of Saturn's moon Titan. She is currently the acting president of the Southern Arizona Chapter of the Association for Women in Science.

**AWF Board of Directors--Biographies,
Continued**

Graduate and Professional Student Subcommittee

Jessica Bagger is a Doctoral student in Management and Policy in the Eller College of Management. Her research focuses on organizational justice and gender issues. She is currently working on two longitudinal projects with the Tucson Police Department, examining police officers' experiences with the implementation of new technology into their cars and multi-tasking among detectives.

Travel Grant Awards

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 AWF Travel Grant Committee, a subcommittee 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, 626-8296.

AWF Millennium Committee

Maureen E. Kelly is an associate professor in the School of Family and Consumer Sciences in the Division of Family Studies and Human Development within the College of Agriculture and Life Sciences. Currently, her appointment is primarily instruction. She teaches a number of courses related to teacher education, including models of teaching, program development and evaluation and looking in classrooms. In addition, she coordinates the Family and Consumer Science Education (FACS) program and supervisors student teachers. Her research interests are teacher decision-making about models of teaching and early

adolescent sexual decision-making. A long time member of the Family Care Issues Committee, Maureen was president of AWF from 1992-94, and chaired the "Daughters on Campus Day" in 1996. Being the single parent of a sixteen year old daughter continually challenges her to balance work and family.



AWF Travel Grants

This year, the Association for Women Faculty will offer two travel grants of \$500 each to assist women faculty and one grant of \$300 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 website at http://w3.arizona.edu/~awf/travel_grants.htm.

Subcommittee Tasks and Goals

Action

The roles of the Action sub-committee are 1) to take action regarding and advocate for--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.

*Chair: Barbara Babcock, 626-8964,
bbabcock@u.arizona.edu*

Family Issues

The family issues subcommittee is concerned with child and elder care, as well as a host of other issues that relate to family life and workplace/life balance.

*Chair: Darci Thompson, 621-2493,
darci@u.arizona.edu*

Minority Women's Concerns

Goals of the Minority Women's Concerns subcommittee are to facilitate communication among minority faculty, to bring issues of concern before the University community, and to work for a productive and supportive working environment for all faculty.

*Chair: MaryAnn Willie, 621-9726,
mwillie@u.arizona.edu*



**Become a member of an
AWF committee!
See Membership Form for details**

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.

*Chair: Zibi Turtle
turtle@pirl.lpl.arizona.edu*

Graduate and Professional Students

The Graduate and Professional Student subcommittee seeks to increase interaction between female graduate students and faculty mentors and to serve as a voice for students within AWF. As part of this endeavor, the subcommittee will be an active part of the Spring AWF event, the Research Symposium on Women in Higher Education. We invite graduate students and faculty to present current research on the status of women in the academy. For more information about the symposium or issues relating to graduate and professional students, contact:

Layne Paddock and Jessica Bagger

Millennium Taskforce

As co-sponsors of the Millennium Report, AWF is taking an active role in ensuring that the needs and desires of the 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.

AWF Millennium Committee Chair: Maureen Kelly, 621-7127, mekelly@ag.arizona.edu

Association for Women Faculty Membership Form, 2004-2005

Name: _____
Department: _____
College: _____
Position Title: _____
E-Mail: _____

Campus _____
Address: _____
PO Box: _____
Phone: _____

Dues:

___ Sponsor (Dept/College) \$100
___ Faculty/Academic professional \$25
___ Grad student or Postdoc \$10

Are You:

___ Tenure/Tenure-Eligible
___ Continuing/Continuing-Eligible
___ Year-to-Year

___ **LUNCH WITH THE ARIZONA BOARD OF REGENTS \$ 15 Wednesday, November 17, 2004. 11:30-1PM.**

Vegetarian selection? Yes ___ No ___

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
___ Minority Women's Concerns
___ Graduate & Professional students
___ Millennium Task Force

To avoid problems with the IRS, AWF cannot accept any payment from University accounts.

Please send registration form and your check (payable to AWF) to:

Mary Voyatzis, AWF Treasurer
Department of Classics
Learning Services Building 203
1512 E. First St.
PO Box 210105
Tucson, AZ 85721-0105



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.