



AWF Newsletter

September 2003

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 of action and reflection. I want to thank last year's board for the dedication and effort they put in to all we accomplished. **Naomi Miller** (Past-President); **Laurie Marnell** (Secretary), **Billye Foster** (Website), **Toni Griego Jones** (Liaison to CSW), **Darci Thompson**, (Family Issues), **Tsianina Lomawaima** (Minority Women's Concerns), **Barbara Babcock** (Action), **Amy Metcalfe** (Graduate and Professional Students), **Shari Popen** (Membership), **Carolyn Walden** (Women in Academic Medicine) and **Cynthia White** (Travel Grants). I especially want to thank **MONA HYMEL** for two years of extraordinary effort on our behalf as President of AWF. Her untiring energy and determination has been an inspiration and model for us all. I'm especially thankful that she will continue to serve as our Past-President on the Board as well as assuming the Co-Chairship of the Millennium Report Oversight Committee (MROC). This year, four fearless women have stepped forward to help us achieve our goals. **Beth Mitchneck** (SBS Associate Dean) is our new President-elect, **Mary Voyatzis** (Classics) is our Treasurer, **Maureen Kelly** (Family and Consumer Sciences) will chair the AWF Millennium Subcommittee, and **Mary Ann Willie** (American Indian Studies) will chair the Minority Women's Concerns Subcommittee.

What AWF does:

AWF has a long and productive history at the University of Arizona. A few highlights of our accomplishments include, recommendation of formation of the Council on the Status of Women (CSW); with CSW, co-sponsored the Millennium Project; recommended and drafted the tenure clock stoppage policy; recommended changes in the sick child care policy. Along with the Office of the Provost AWF sponsors women in the Bryn Mawr Summer Leadership Institute. Part of our dues goes to Travel Grants for faculty and graduate students. More details of who we are and what we do can be found on our website at: <http://w3.arizona.edu/~awf>.

Please join us and support our efforts by becoming a member of AWF.

We are sending this first newsletter of the year to the wider campus community to inform you of our activities and **invite you to join**. The benefits of membership are: a clear voice in the concerns of women on campus, an active role in shaping a woman friendly environment, participation in our annual Lunch with the Arizona Board of Regents, and working with active like-minded women who are changing the way we work and live. In the following pages you will find descriptions of the subcommittees that work on the various issues important to women on this campus and a membership form to join.

"Changing the WorkPlace"

This year, all of our functions will actively promote the concept that we are working for real and lasting changes to the structure and climate of the university. This year we want to acknowledge the growing need for eldercare and incorporate this into the broader issue of Family Care along with the continuing concerns we have for childcare for our community. We will have a panel of experts and administrators from across campus to address the multiple and complex issues of Family Care and how they influence our ability to do our best work. Please come with questions, suggestions and concerns on what is currently provided and what is still needed. How do you want to see the transformation proceed? What is your vision of the ideal work environment here at the U of A? The reception will be held:

Tuesday, September 23, from 4 – 6pm
Catalina Room, Student Union
"Women to Women: Family Care"

Come and bring friends! For those of you just joining our community, meet your new friends and colleagues.

And don't forget to sign up for the Luncheon with the Arizona Board of Regents, Wednesday, November 19th 12 – 1. This is one of the important benefits of membership. Don't miss it.

Lindy Brigham, AWF President

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Check out the AWF website!
<http://w3.arizona.edu/~awf>

2003-2004 AWF Schedule of Events

"Women to Women: Family Care Issues"

Tuesday, September 23, 2003

Reception and Panel Presentation, 4:00-6:00pm

Student Union, Catalina Room

Our panel for the fall kick off program, *Women to Women: Family Care Issues* will include:

- Michelle Bolduc, Chair, CSW workgroup on Childcare
- Jennifer Runquist, Report on Graduate Student Dependent and Childcare Issues
- Saunie Taylor, Senior Vice President for Campus Life
- Carolyn Maddy-Bernstein, Executive to the Vice President

The chair of our Family Issues committee, Darci Thompson, will make concluding remarks.

In anticipation of the meeting, please take the time to answer a few questions to help us focus the panel at: http://info-center.ccit.arizona.edu/~awf/new_page_7.htm

An added bonus for this meeting will be the availability of childcare. In order to give us time to obtain suitable child care assistance, please preregister your child with Maureen Kelly (mekelly@ag.arizona.edu) by Friday, September 19th.

Lunch with the Arizona Board of Regents

November 19th, noon-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 2003-2004 Membership Form (see page 7).

Research Symposium on Women in Higher Education

February 2004

Date and Campus Location TBA

CALL FOR PAPERS: AWF will sponsor a symposium of current and ongoing research presented by University of Arizona faculty, students, administrators, and staff members. Topics might include workplace climate, family care, salary equity, sexual harassment, student activism, feminism in the disciplines, feminist pedagogy, affirmative action, tenure clocks, etc. Historical overviews and research involving either qualitative or quantitative methods are encouraged. Send a one-page abstract and contact information to Amy Metcalfe (amysm@u.arizona.edu), Higher Education, EDUC 321, PO Box 210069. DEADLINE for submissions is December 1, 2003.

AWF Board of Directors

President

Lindy Brigham
Plant Pathology
Forbes 139
626-8307
lbrigham@ag.arizona.edu

President Elect

Beth Mitchneck
Interim Vice Provost for
Academic Affairs,
SBS Associate Dean
Douglas Building
621-1112/621-1139
bethm@sbs.arizona.edu

Past President

Mona Hymel
Law Instruction
College of Law 251
621-3838
hymel@nt.law.arizona.edu

Secretary

Lorraine Marnell
Molecular and Cellular
Biology
Life Sciences - South 422
621-7566
lmarnell@u.arizona.edu

Treasurer

Mary Voyatzis
Department of Classics
Learning Services Bldg. 203
621-3446
mev@u.arizona.edu

Web Site Manager

Billye Foster
Agricultural Education
Forbes 236A
621-7174
billye@ag.arizona.edu

Liasion to the Millennium Project

Naomi Miller
English
Modern Languages
621-1836/529-2877
njmillier@u.arizona.edu

Action Subcommittee Chair

Barbara Babcock
Regents Professor
English
626-8964
bbabcock@u.arizona.edu

Academic Professionals Subcommittee Chair

Lorraine Marnell
Biochemistry
Life Sciences - South 422
621-1418
lmarnell@u.arizona.edu

Family Care Issues Subcommittee Chair

Darci Thompson
UA Life and Work
Connections
1533 E. Helen St.
621-2493
darci@u.arizona.edu

Minority Women's Concerns Subcommittee Chair

MaryAnn Willie
American Indian
Studies/Linguistics
Douglass Bldg. 311e
621-9726
mwillie@u.arizona.edu

Graduate and Professional Student Subcommittee Chair

Amy Metcalfe
Higher Education
amysm@u.arizona.edu

Commission on the Status of Women Liaison

Toni Griego Jones
Teaching and Teacher
Education
Education 807
626-8062
mariej@u.arizona.edu

Travel Grant Awards

Cynthia White
Department of Classics
Learning Services Bldg. 203
626-8296
ckwhite@u.arizona.edu

AWF Millennium Committee

Maureen Kelly
Family and Consumer
Science
FCS 210f
621-7127
mekelly@ag.arizona.edu

AWF Board of Directors--Biographies

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 the College of Science

President Elect

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. She is currently interim vice provost for academic affairs. 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.

Past President

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 and ethical issues affecting families and children, which is one of the reasons she became involved in AWF.

Secretary/Academic Professionals Subcommittee Chair

Laurie Marnell is a Senior 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 is studying genetic polymorphisms that affect the metabolism of arsenic in people around the world that drink ground water contaminated with arsenic. She is also President of the Southern Arizona Chapter of the Association for Women in Science.

AWF Board of Directors--Biographies, Continued

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."

Liaison to the Millennium Project:

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 has served as 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. She also started 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*, now being used as both a recruitment and retention tool. Finally, as a mother of four children, she is interested in promoting the development of innovative policies that improve the balance between personal and professional lives for all employees.

Action Subcommittee Chair

Barbara 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.

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 co-worker 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

AWF Board of Directors--Biographies, Continued

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.

Graduate and Professional Student Subcommittee

Amy S. Metcalfe is a Doctoral Candidate in Higher Education Administration at the Center for the Study for Higher Education. Her dissertation is titled "Professional Associations and the University-Industry Relationship," which is an interorganizational study of entrepreneurial behavior in higher education. Currently she is working as a graduate associate for the Center, helping to coordinate an international faculty symposium titled "Research Policy as an Agent of Change," sponsored by the National Science Foundation. She is also active at the national level, serving as a graduate student representative on the board of the Association for the Study of Higher Education.

Commision on the Status of Women Liaison

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.

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 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, 626-8296.

AWF Millennium Committee Liaison

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: Lorraine Marnell, 621-1418,
lmarnell@u.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:

Chair: Amy Metcalfe, amysm@u.arizona.edu

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*

*Liaison to the Millennium Project: Naomi Miller, 621-1836/529-2877,
njmiller@u.arizona.edu*

Association for Women Faculty Membership Form, 2003-2004

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 \$ 12**

Wednesday, November 19, 2003. Noon-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.