

**CSW STRATEGIC PLAN  
An Update on Progress**

ASU Commission on the Status of Women  
August 2004

In 2002, the Commission on the Status of Women developed a Strategic Plan that prioritized the key issues, needs, and goals affecting the status of women at ASU. Over the past few years, the Commission has been focused on fulfilling the immediate priorities identified in this Strategic Plan which include issues related to accountability, climate and culture, training and development, voice and visibility, compensation and resources, and safety. The following is a report on the progress that the CSW has made towards achieving the goals of the Strategic Plan during the 2003-2004 academic year. Please note that information is organized by “priority” area. If you would like a complete copy of the Strategic Plan, please contact the CSW office at 480-965-2958.

**Accountability for Climate and Culture**

- Template for Accountability

In Spring of 2003, the CSW developed and distributed to President Crow a report entitled *A Template for Accountability*. This document strategically outlined the sphere of power and influence that each member of the administration has at ASU – this includes everyone from the President of the University to department chairs and directors. At each level of responsibility, the CSW developed and tailored a list of suggestions designed specifically to increase accountability for issues related to women.

In November of 2003, the CSW requested that the *Template for Accountability* be distributed throughout the ASU community. The Provost agreed to the request, and in December 2003, the Provost mailed a copy of the *Template* to all Vice Presidents and Deans on Main and East campus. The Provost also requested that all Deans and VPs review the materials and provide a report as to what their department has done, and will do, to meet the goals of this project. The Provost requested that the report be submitted to him by the end of February 2004.

*Action Needed*

As of May 2004, the CSW had only received a copy of the feedback report from the College of Education. The CSW will follow up with the Provost’s Office to obtain more updated information on the progress of the *Template for Accountability*.

- Development of Strategic Plan for ASU West

In Fall 2003, the senior administration of ASU West hired Nadya Fouad, the same consultant who assisted with the development of the Strategic Plan for ASU Main and East in Spring 2002, to assess

the climate for women on the campus and to assist in the development of strategies to address any issues that might surface.

Dr. Fouad visited ASU West in February 2004. Over a two-day period, she conducted 16 focus groups of students, faculty, and staff; 175 women participated. A steering committee comprised of the CSW-West membership and four additional campus representatives, assisted Dr. Fouad in her efforts. After the focus sessions were completed, Dr. Fouad and members the steering committee developed strategies to address concerns based on summarizations provided by Dr. Fouad.

Her findings provided a generally positive description of the climate at ASU West, exemplifying “a community feeling,” “student-centered faculty,” and “support for balancing family and work.”

Provost Mark Searle is committed to continuing the efforts to improve the ASU West environment, while building on its strengths. In the coming academic year, the CSW-West will work with the Provost to create a comprehensive 5-year strategic plan for the campus.

- Monitoring of hiring for key administrative positions

Over the past year, a number of key administrative positions have become vacant at ASU. This issue is important because the individuals hired to fill these positions will have a significant impact on the future of ASU and on the ASU community. Consequently, the CSW has taken a serious interest in the hiring of the new dean of the W.P. Carey School of Business and in the hiring of the new Provost of ASU East.

With regards to the search for the new dean of the W.P. Carey School of Business, the CSW submitted to the Provost’s office a letter highlighting specific women’s issues that should be taken into consideration with regards to hiring decisions. Specifically, the CSW recommended that the Provost’s office hire an individual who has experience building a diversified internal leadership structure, which would provide better representation for women in the business school. In addition to presenting concerns and recommendations, the CSW also had its academic associate attend nearly all of the open forums held for the candidates in order to pose questions regarding women’s issues. In Spring 2004, Bob Middlesteadt was appointed as the new dean and began his term in July 2004. The CSW will follow up with Dean Middlesteadt on important women’s issues related to the W.P. Carey School of Business.

In addition to the search for the new dean of the School of Business, the CSW also participated in the search for the new Provost of ASU East. In Spring 2004, the CSW submitted a letter to President Crow requesting that a candidate be selected who has experience in developing a positive climate for women. The CSW felt this was particularly important since a number of “women-dominated” programs will become part of ASU East over the next 10 years including Nursing and Education. In late Spring, Gerald S. Jakubowski was hired as the new Provost of ASU East. The CSW will follow-up with Provost Jakubowski on important women’s issues related to ASU East.

- Monitoring of hiring in the College of Law

Each year the CSW reviews salary and employment data for the University. In its analysis, the CSW found that the College of Law has not hired any women faculty members in over five years. While this situation might occur in colleges and disciplines which are typically male-dominated, in the College of Law this is not the case. With a female student population that is close to 50%, the College of Law does not have a faculty which adequately represents the female population of the student body or the profession. In response to this issue, the CSW wrote a letter to the Provost and

to the Dean of the College of Law to consider this issue during the search for new faculty. The CSW can report that three women were offered positions for Fall 2004, and one of these offers was accepted.

- Women's Restrooms at ASU East

Early in Spring 2004, an issue was brought to the attention of the CSW regarding the absence of feminine hygiene product dispensers in women's restrooms at ASU East. This posed a difficult situation for women at ASU East since there are few places close to campus where they may purchase these items. While this may seem like a "trivial" issue to some, it directly relates to climate and feelings of inclusion.

The decision not to install these machines was based on the premise that the dispensers at ASU Main were frequent targets of theft and vandalism. The CSW has researched this issue and found that the percentage of machines damaged at ASU Main each year is low and is often attributed to mechanical failure as opposed to vandalism. Based on this information, the CSW submitted a letter to the Vice Provost of Administrative Services at ASU East requesting that this issue be revisited and that serious consideration be given to providing this resource for women. In August, the CSW learned that feminine hygiene dispensers will be installed across ASU East in mid-September of 2004.

### Voice and Visibility

- Advisory Group for Service Professionals

In Spring of 2003, the CSW worked with the Executive Vice President of Administration and Finance to establish a work group to both conduct a needs assessment of service professionals and to provide appropriate recommendations on how to improve the representation of this group. Feedback from the assessment indicated that service professionals would like to have a group that would not only advise the President and Human Resources on issues affecting service professionals, but also to enhance the communication among this peer group.

Over the past year, the CSW has made numerous inquiries as to the status of this group. Unfortunately, in February 2004, senior leadership decided not to create a Service Professional Advisory Group. The basis for this decision was that Service Professionals are represented on a number of different committees, and therefore a separate SP advisory group was not needed.

- LGBTQ Student Success and Resources Workshop

In March 2004, the CSW co-sponsored a day long seminar organized by the LGBTQ Coalition and other campus organizations in an effort to raise awareness of the resources available to gay, lesbian, bisexual, and transgendered students. The event was a great success and it provided a wealth of information to all participants. The CSW will continue to support efforts by the LGBTQ Coalition to educate the campus community.

- Reorganization of the CSW

Based on the need to devote more attention to women's issues at East and West Campus, over the past year, the CSW has worked to reorganize the Commission in such a way as to provide more power and visibility to each campus. The CSW's reorganization plan, which has been approved by the President, calls for the CSW to be composed of three campus committees, each focused on issues specific to their campus. These issues will fall under a centralized theme chosen by the Executive Committee. The CSW believes that this structural change will infuse a new energy into the Commission and will allow members to more directly feel the impact of the Commission's work on their campus.

## **Training and Development**

- **Faculty Mentoring**

In Spring of 2003, the Vice Provost for Academic Personnel developed an advisory group to examine the possibility of developing a faculty mentoring program. The need for the program was based on anxiety regarding tenure/promotion decisions and feelings that the tenure process was “inconsistent” across campus. Accordingly, the advisory group hired Dr. Nadya Fouad as a consultant to the project, and in Fall of 2003, a faculty mentoring program was designed. A pilot program was initiated in Spring 2004 with plans to make the program permanent in Fall 2004.

The mentoring program has two major parts which includes workshops and individual mentoring. Under the plan, workshops will be held throughout the year and will provide support and information for those coming up for tenure. Workshops may focus on topics such as portfolios, publishing, and letters of recommendation. The second part of the program revolves around individual mentoring. Mentors will be assigned to participants who are in *similar* fields, but not the same department. Organizers of the program will also try to accommodate any gender or racial preferences that a participant might have with regards to a mentor.

In addition to a program designed for junior faculty, there is preliminary discussion on creating a professional development program for non-tenure track faculty.

The CSW will continue to monitor the status of the faculty mentoring program and the professional development program for non-tenure track faculty.

- **Ascendancy of Women in Higher Education**

In October 2003, the CSW co-sponsored a daylong seminar organized by the Intergroup Relations Center on the ascendancy of women in higher education. Dr. Yolanda Moses was the guest speaker. Dr. Moses not only provided valuable information on how women can succeed in higher education, but she provided inspiration as well. The program was a success and it reached a wide audience of women from all levels and positions at ASU.

## **Safety**

- **Safety Escort Service**

Concerned about gaps in coverage, the CSW continues to monitor the availability of the Safety Escort Service (SES). According to information provided in Fall 2003, the Safety Escort Service has done a great job of improving service availability and accessibility. Currently, the SES is available Monday through Saturday from 7-12 p.m. Participants can either phone in requests or submit their request on-line. Another option for those who stay late on campus regularly, is to be on the “regulars” list where an SES representative will meet an individual at the same time on the designated days. The Safety Escort Service is a valuable and necessary resource for members of the ASU community.

- Arizona Rape Prevention and Education Program

Last year the CSW lent its endorsement to an initiative by Student Health and Wellness to secure funding for a sexual assault education and prevention program at ASU. The CSW is happy to report that the program has been funded till October 2005 through a grant from the Arizona Department of Health Services and the Department of Women and Children's Health.

There are two main goals of this project. The first is to provide informational seminars and presentations on sexual assault, with a specific emphasis on acquaintance rape. The program has hired a specialist who will be responsible for providing 60 class presentations each year. In addition to presentations, the second focus of the project is to raise awareness through social marketing. Current marketing methods include a poster campaign, ads in the State Press, training of students to serve in SERVE (Student Educators about Rape and Violence Everywhere) and ASU V-Day, as well as cooperative work with the ASU Sexual Assault and Relationship Violence Coalition.

As part of the CSW's advocacy campaign, the CSW will continue to support the efforts of the Rape Prevention and Education Program.

- Campus Safety Walk

Each quarter, the Department of Public Safety conducts a safety walk to assess problematic areas on campus and to provide recommendations on how those areas might be made more safe. Each Spring semester, DPS invites members from different campus groups to join in one of the safety walks. In order to assist with the inclusion of campus groups, each Spring the CSW provides a list of representatives from a broad cross-section of campus groups to participate in this activity. Reports from DPS indicated that the safety walk conducted in Spring 2004 was a success. Representatives from 14 different groups including ASASU Risk Management, EO/AA, and Media Services toured the campus and noted 54 safety items to be addressed. Due to the large turnout, DPS will continue to include campus groups in the safety walk. The CSW will continue to assist with this activity.

- SafeZONE Program

The SafeZone program provides education for faculty, staff, and students about lifestyle issues pertaining to the LGBTQ community. Participants can attend two different training sessions. The first workshop "SafeZone 101," is designed to provide more information about the lesbian, gay, bisexual, transgender, and queer (LGBTQ) community and resources. Topics covered include definitions, symbols of pride and heterosexual privilege. The second workshop entitled "SafeZONE Ally Development" is for any person who wishes to identify herself/himself as allies and provide "safe spaces" for LGBTQ individuals and ideas. Participants who complete this training will receive the SafeZONE placard, which can be posted to identify their workspace as a safe zone.

Beginning in Fall 2004, CSW members and liaisons will be strongly encouraged to become SafeZone allies as part of their service to the Commission. The CSW believes that the SafeZONE program is a wonderful resource, and therefore the CSW should continue to lend its support to this project.

- Body Image Project

Preliminary research has indicated that many students on the ASU campus feel that there is a “pressure to look a certain way” – so much so that at any given time approximately 50% of women/men are trying to lose/gain weight. This can create a vicious cycle which can lead to the development of life threatening eating disorders including anorexia nervosa and bulimia. In response to need for prevention, Student Health and Wellness has created the Body Image Project. This program is designed to not only research issues related to body image, but also to provide informational seminars on the topic.

Due to the large number of women who are affected by body image related issues, the CSW has offered its support to Body Image Project. The CSW has and will continue to distribute any information related to this program to the ASU community.

- Home Safe Anti-Violence Resource Center

In Fall of 2003, ASU V-Day developed the idea for an anti-violence resource center which would provide a “gender safe space” for both men and women. Through their hard work and dedication, ASU V-Day was able to advocate with student government to make Home Safe a reality. Proceeds from “The Vagina Monologues” were donated by ASU V-Day to pay for the start up costs of the Center.

The Home Safe project has been approved and will open in Fall 2004. The Center will provide information and referrals for sexual assault and relationship violence. Through the implementation of a Helpline, staffed by peer advocates, the Center will be “open” 24 hours a day, 7 days a week.

The CSW believes the Home Safe project to be an extraordinary contribution to the ASU community, and therefore has offered its support to the development of the center.

## Compensation and Resources

- Child Care Feasibility Committee

During the 2002-2003 academic year, a Child and Dependent Care Task force was created to develop and provide recommendations to the Provost’s Office on issues related to the dependent care needs of the ASU community. One of the recommendations provided was to expand on-campus full-time childcare options for children 3-5. In response to this recommendation, a Child Care Feasibility Committee was created to direct the research and design efforts on expanding campus child care, which included hiring a consultant to assist with the project. The Child Care Feasibility Committee was made up of a cross section of representatives from the administration, campus organizations, student groups, and employees. The academic associate for the CSW served on this committee.

Together, members of the Child Care Feasibility Committee created a list of goals for the “ideal” child care facility. Some of these ideas included a sliding fee scale and specific educational programming. Once the goals were established, the committee hired Mills Consulting to assist with the project. Consultants from this firm researched ASU’s current childcare options and benchmarked these resources with those from ASU’s peer institutions. Research from this study indicated that ASU does not even come close to providing enough child care options to serve the current population of ASU students and employees. Consequently, Mills Consulting suggested that ASU

build a new child care center which would serve 152 children. Proposed funding for this center would come from the state, the university, and from child care tuition. In addition to building a new facility, the consultants also suggested that ASU build a cooperative network among the current child care options. A final report from the Committee was presented to the President's Office in June 2004.

The CSW will continue to participate in the childcare project, and will monitor the progress of the committee's recommendations.