

IUPUI Office for Women - IUPUI Commission on Women PROGRESS REPORT March 1, 2001

The IUPUI Office for Women was established in October 1996 to help improve the workplace and learning environment for faculty, staff, and students at IUPUI. Under the leadership of Dr. Kathleen Warfel, the Office for Women and Commission on Women made great strides towards changing IUPUI for the better ([see Progress Report of May 21, 1998](#)). In June of 1998, Dr. Warfel resigned her position as the director. In September of 1998, Kimberly Quaid, former assistant to the director for the Office for Women, was appointed director and Rebecca Van Voorhis was appointed assistant to the director. At the same time, the Office was downsized and FTE support reduced substantially. Despite these changes, the Office for Women and Commission on Women have continued their efforts. The following provides an overview of recent work of the OFW and the commission.

AFL-CIO Award

The IUPUI Office for Women/Commission on Women was honored October 19, 2000, with an award from the Indiana Chapter of the AFL-CIO. Director Kimberly Quaid was presented with a plaque representing the AFL-CIO 2000 Women and Work Award for Outstanding Support for Women and Work.

Staff Pay Equity Study

The planning phase for the Professional Staff Compensation Equity Review began in the spring of 1998. The staff pay equity study and the remediation stage have been completed. A complete copy of the report can be obtained by request.

Child Care Options at IUPUI

The Commission on Women Child Care Working Group was a loud and constant voice in support of expanding the child care options available on campus. April 9, 1999, saw the ground breaking for the new IUPUI Center for the Young Child, which had its official opening in August of 2000. The state-of-the-art child care facility can serve up to 242 children, ages 2 through kindergarten, of IUPUI faculty, staff, and students. This facility also has the ability to provide part time care so that students may register for day care at the same time that they register for their classes. The center is located at 321 North Limestone Avenue behind the Ronald MacDonald House. The director is Beth Jeglum and she can be reached at 274-3508.

Leadership Development

For several years, the Office for Women and the Commission on Women have sponsored one person to attend the NAWA Advancing Women in Higher Education Leadership Institute. In 1997, Gwendolyn Johnson, Ph.D., director of academic programs in the School of Business, attended the three-day program held at the University of Maryland. In 1998, Elizabeth Jones, associate professor and chair of the Department of Physical Education, attended the program held in Denver, Colorado. In 1999, funding for these awards was made possible through the Kathy Warful Fund, established by an anonymous donor to honor the first director of the Office for Women.

Grant-in-Aid for Women

Last year the Office for Women initiated a small grants program to further the professional development of women faculty and staff. To date, this program has funded four projects. A full description of the program can be found at <http://www.iupui.edu/~profdev/grants.html>.

National Teleconference - Shaping a National Agenda for Women in Higher Education, Minneapolis, MN

On March 27-29, 2000, the Office for Women sponsored a satellite downlink at University

Library for this important national conference. Kimberly Quaid, the director of the Office for Women, attended this conference and presented information about the IUPUI Office for Women for a session entitled "Best Practices."

Office for Women Recognition Luncheon/Silent Auction

On April 10, 2000, the Office for Women sponsored a recognition luncheon at University Place Conference Center to recognize individuals whose day-to-day contributions make IUPUI a "good place for everyone." This luncheon was attended by over 125 individuals and included a presentation by Beth Jeglum, director of the new IUPUI Center for the Young Child. In conjunction with the luncheon, a Silent Auction was held to benefit the new child care center and netted over \$1200.

Bryn Mawr Summer Institute for Women in Higher Education Administration

The Office for Women offered information sessions on the Bryn Mawr Summer Institute and coordinated the review of applications for the program. The office will also provide funding for two applicants to attend the institute if two are selected from IUPUI.

Campus Climate for Diversity

Members of the Commission on Women played an active role in collecting data for the IUPUI Self Study on Diversity organized through the office of Trudy Banta. This self-study exercise was followed by an visit from two external reviewers who prepared an in-depth report on the climate for diversity at IUPUI. In an effort to improve the climate for diversity at IUPUI, Chancellor Gerald Bepko formed his Diversity Cabinet in 1999. Kimberly Quaid, director of the Office for Women, is a member of the cabinet and has played an active role in the activities of the cabinet to date.

Partnering for Promotion

For many years, the number of female and minority faculty at full rank has remained fairly stagnant at IUPUI. In an effort to encourage women and minority faculty and librarians to put their dossiers forward for promotion to full rank, the IUPUI Office for Women, along with the Office of Minority Faculty Development and the Women's Studies Program, sponsored a series of workshops designed to provide both accurate information and moral support and encouragement to individuals thinking of going forward for promotion to full rank. A complete description of the sessions in this series is as follows:

Session I

November 17, 2000, 11:30 am - 1:00 pm

University Library Auditorium

What Makes a Full Professor

Kimberly Quaid and Deborah Cullen

Panel discussion with individuals who have achieved full rank

Session II

December 15, 2000, 11:30 am - 1:00 pm

University Library Room 1126

School Promotion Guidelines

Panel Discussion: In this session we have a panel of chairs of the Promotion and Tenure Committees from the various schools to review their guidelines and answer any questions.

Session III

January 19, 2001, 11:30 am - 1:00 pm

University Library, Room 1126

What is Excellence? What is not? Fact and Fantasy.

Jeff Vessely, Chair of IUPUI Promotion and Tenure Committee

Discussion of the three areas of excellence, what is considered excellence, and the concept of the balanced case. At the end of this session, participants should have a clear idea of the area(s) they will be declaring as their area(s) of excellence.

Session IV

February 16, 2001, 11:30 am - 1:00 pm

University Library Room Room 1126

The Personal Statement

Deborah Cullen, Rosalie Vermette, John Kirlin

In this session we will discuss the personal statement, what its purpose is, what to include, and what to emphasize.

Session V

March 23, 2001, 11:30 am - 1:00 pm

University Library Room 1126

The Dossier

Nancy Chism

In this session, we will review the sections of the dossier. We will also discuss your external letters of support, from whom they should be solicited, the contents of the solicitation letter, and the timing of the solicitation. At the end of this session, participants should have at least a mental list of names to put on their list of people to be asked to provide letters.

Session VI

April 20, 2000, 11:30 am - 1:00 pm

University Library Room 1126

Mock Review Session

The Establishment of Exit Surveys

Institutional improvement can be hampered by a lack of data that could illuminate problem areas within the institution. The purpose of the exit survey was to gather data on faculty leaving the university in order to keep track of any potential problems. These surveys will be sent out through the Office of Sara Hook and returned to her staff for processing.

2/28/01
