

Agenda for Women
Progress Report
July 12, 2002

. During 2001-2002, the Agenda for Women (AFW) reviewed the issues concerning women on the UM-D campus. Based on the data gathered by AFW during 1999-2000, AFW decided to focus on four important areas. Each area was assigned to at least one AFW members. If a particular issue requires more attention in the future, then a sub-committee can be formed. At every AFW meeting people who were responsible for these issues gave a progress report on these issues. In addition, AFW actively explored the possibility of UM-D's participation in the UM-Ann Arbor's NSF Climate Study.

Specifically, this report describes the activities in the following areas:

- Monitor and assist with establishment of Women's Resource Center
Katie Anderson-Levitt
- Faculty/staff benefits related to leave for child care
Mary Donegan
- Climate/Supervisor training,
Nancy Wrobel and Roma Heaney
- Staff professional development issues
Laura Beer and Roma Heaney
- Participation in the UM-Ann Arbor's NSF Climate Study.
Katie Anderson-Levitt, Yi Lu Murphey, James Gruber

faculty/staff benefits related to leave for child care

AFW member Mary Donegan has been working on this task. Mary Donegan e first focused on the faculty benefits related to child care issue. She interviewed a few faculty members who had experienced child care issues in the last two years. She reported that UMD's policy to permit one year of stopping the tenure clock has been a tremendous improvement over our prior non-policy, and it has served many people well (although there may have been a few who fell through the cracks due to uneven application of the policy.) However, AAUP now recommends that male or female "faculty who are the primary (or co-equal) caretakers of newborn or newly adopted children be permitted to "stop the tenure clock" for up to two years (one year per new child), even if they continue working full time during that period." This proposal goes a step beyond our existing policy because it does not cap the benefit at one child.

Mary has drafted a document called the Statement on Recommendations for UM-Dearborn Policy toward Family Responsibilities. The AFW discussed the document at its June 7th meeting. The faculty senate discussed and approved the document on June 10, 2002. The AFW is including the statement in this annual report, we also recommend the statement to be distributed by provost office during new faculty orientation and to all faculties via email.

Currently Mary is working on the dependant child care issues for staff including child care, elder care, sick family members, etc.. She started informal interviews with staff members. A few serious issues surfaced during these interviews including HR's inflexibility in changing work schedule to accommodate dependant care needs. Currently Mary is working with the Office of Institutional Research to develop a survey for staff member. Members debated whether surveys and interviews should be used to assess the situation.

The AFW members also discussed the possibility of extending child care options for families on campus, (e.g. a service oriented child care center.

Women's resource center

AFW continued to work on this issue. Katie, Roma and Joanne met with the Chancellor a few times to present AFW's vision on the Women's resource center(WRC). At first the Chancellor had the vision of the WRC more for the students' service. The AFW members convinced the Chancellor to have the WRC serve for not only women students, but also women faculty and staff on the campus. The AFW organized a town hall meeting to get input from women on the entire campus in November, 2001.

Currently, a room has been allocated to WRC, and a search committee has been formed to look for a director for the WRC.

Climate/Supervisor training

Nancy Wrobel investigated this issue. Nancy looked into the Ann Arbor model and reported that UM-AA's CARE program has an online tutorial on climate training. However it does not address all the issues identified by the AFW study. The AFW members all agreed that the climate issue on UM-D is more than sexual harassment, it is really about RESPECT.

Staff professional development issues

AFW members concerned about the current practice of UM-D at various units on the professional development and tuition reimbursement policy. Laura Beer and Roma Heaney investigated this issue. On AFW's meeting on June 7, 2002, Laura Beer distributed a document on the current policy on the tuition reimbursement, a table from Financial services that shows the staff members

received tuition reimbursement in the last couple of years, and draft surveys to staff members.

AFW needs to finalize the survey forms and determine when and how to distribute the survey forms. We also need to discuss the actions following the survey.

Participation in the UM-AA's NSF Academic Climate Study

In March, 2002, AFW learned about a workshop on the impact of the MIT Gender Equity Study given by the Ann Arbor campus and also learned that Abby Stewart, Director of the Institute for Research on Women and Gender is conducting an NSF-funded UM-study on the gender equity issue for women in science. The name of the NSF project is called ADVANCE. AFW decided to contact Abby to see if UM-D could participate in this study. Katie Anderson-Levitt, Yi Lu Murphey, James Gruber formed a subcommittee to take on this task. Yi Lu Murphey sent an email to the Provost to inform him of AFW's intent and the Provost encouraged us to pursue this study in his return email.

The subcommittee met with ADVANCE Project PI Abby Stewart on May 2 to discuss possible involvement of Dearborn campus (and Flint) in this Project. We discussed two possible ways to get UM-D campus involved in the project. Stewart is very supportive.

First, we propose to administer a slightly revised version of Ann Arbor's Academic Climate Survey on the UMD campus in early Fall 2002—as noted below, to all faculty (including librarians and curators), not just a sample such as what Ann Arbor campus did.

Second, we are exploring the possibility of a supplemental grant from NSF to support certain interventions of the type designed by the Advance Project on the Dearborn and Flint campuses. The interventions include: (1) Campus Climate Initiatives (e.g., workshops, focus groups, climate surveys, consultation on increasing pools of female applicants in searches) made available to any interested unit; (2) a fund that will provide new types of direct support on a competitive basis to individual women scientists; and (3) a Departmental Transformation Initiative, which will permit a sequenced program of activities to be developed and tailored to a small number of units on a competitive basis.

Then Katie and Yi Lu met with Provost Simpson on May 9th to request for the support to conduct the Academic Climate Survey on the UM-D campus in early Fall 2002. The Provost was extremely supportive of administering the survey to the entire faculty. He suggested that we distribute the UM-AA survey questions to the Faculty Senate Council and the Council of Deans. The Faculty Senate Council discussed this issue on May 20 and strongly endorsed the idea provided that anonymity is protected and that librarians and curators are included. Katie attended the Council of Deans meeting on June 5, 2002 and presented the climate study project.

The provost's office has agreed to provide the funding needed for conducting the Academic Climate Survey. The survey will be conducted with the assistance from the ADVANCE project research staffs.

Going Forward

AFW will continue to work on the following three issues, faculty/staff benefits relating to child care, staff professional development and tuition reimbursement, UM-D's participation in UM-AA's ADVANCE project. This report suggests that these three initiatives the Agenda for Women decided to focus on this year are moving along. AFW will continue to look into the climate/supervisor training issue. The Women's Resource Center is close to become a reality and AFW is ready to support WRC's future activities. AFW will form a long-standing subcommittee to recruit new members. AFW will discuss other initiatives at the beginning of next year to see if any new issues that require attention.