

## Organizations and Websites

2004

1. American Association of Colleges and Universities (AACU)
  - a. Publication entitled “On Campus with Women” focuses on
    - i. women’s leadership
    - ii. campus climate
    - iii. curriculum and pedagogy, and
    - iv. new research/data on women
  - b. Winter 2004 issue contains article entitled “Balancing Act” on academic work/family conflict
  - c. Publication entitled “Success and Survival Strategies for Women Faculty Members”
    - i. Offers advice on mentoring, networking, negotiation, and “working the system” (\$5.00 charge)
  - d. “Chilly Climate” series includes a publication entitled “Academic Mentoring for Women Students and Faculty”
  - e. Diversity Digest: on on-line newsletter that “provides information about diversity initiatives around the country with a special focus on the latest research on the benefits of diversity and tips for communicating effectively about campus diversity.” [www.diversityweb.org/Digest](http://www.diversityweb.org/Digest)

<http://www.aacu-edu.org/ocww/>

2. American Association of University Professors
  - a. “Member center” at top of home page
  - b. “links of interest” pulls up extensive links on
    - i. career resources
    - ii. diversity
    - iii. children
    - iv. education
    - v. research and statistics
  - c. principles for stopping the clock for children
    - i. [www.aaup.org/statements/REPORTS/re01fam.htm](http://www.aaup.org/statements/REPORTS/re01fam.htm)
    - ii. calls for various forms of leave (family, pregnancy, emergency)
    - iii. institutional support for child/elder care
  - d. “Balancing Family and Academic Work”
    - i. [www.aaup.org/Issues/FamilyWork/Policy/policy.htm](http://www.aaup.org/Issues/FamilyWork/Policy/policy.htm)
    - ii. offers workshops
    - iii. policy resources

[www.aauw.org](http://www.aauw.org)

3. American Association of University Women
  - a. promoting education and equity for women and girls
    - i. “research” link provides all reports put out by AAUW

- ii. “issue advocacy” link provides position papers on
  - 1. family/medical leave
  - 2. pay equity
  - 3. civil rights

[www.aauw.org](http://www.aauw.org)

- 4. National Initiative for Women in Higher Education
  - a. “Promoting a multicultural women-led agenda for sustained transformation of the academy.”
  - b. “resources” link to best practices on creating gender friendly campuses
  - c. March 2002 conference produced “Agenda for the 21<sup>st</sup> Century”, creating specific initiatives, practical guidelines, implementation strategies and commitment to action to improve campus climate for, and status of, women in higher education

[www.campuswomenlead.org](http://www.campuswomenlead.org)

- 5. Women in Higher Education
  - a. Monthly newsletter that includes reports on recent research, lawsuits, conferences, leadership issues, etc.
    - i. Also includes jobs aimed at women in administration
  - b. Subscriber’s section (\$66.00/year)

[www.wihe.com](http://www.wihe.com)

- 6. College and University Work/Family Association
  - a. Membership required to access resources
    - i. \$125/individual
    - ii. \$250/institution (for up to 3 members)
      - 1. \$50 ea. for additional member
  - b. supports development of work/family programs and policies

[www.cuwfa.org/index.html](http://www.cuwfa.org/index.html)

- 7. Families and Work Institute
  - a. Nonprofit research center
  - b. Statistics on work force and work/family policies

[www.familiesandwork.org](http://www.familiesandwork.org)

8. Advancements for Women in Higher Education

- a. “helpful links”
  - i. resources
  - ii. organizations
  - iii. conferences
  - iv. new articles
  - v. books

[www.swt.edu/awhe/100302awhe/links.html](http://www.swt.edu/awhe/100302awhe/links.html)

9. Higher Education and Gender

- a. Commissions, offices, and reports on the status of women at various universities and colleges
  - i. Over 20 listed with links

[www.library.wisc.edu/libraries/WomensStudies/highered.htm](http://www.library.wisc.edu/libraries/WomensStudies/highered.htm)

10. American University Program and Worklife Law

- a. Research and advocacy center
- b. Not limited to higher education

[www.wcl.american.edu/gender/worklifelaw](http://www.wcl.american.edu/gender/worklifelaw)

11. American Council on Education

- a. Links to office of women in higher education
  - i. Supporting advancement and retention of women in higher education

[www.acenet.edu](http://www.acenet.edu)

12. University of California

- a. Has established “programs to assist faculty and other academic appointees in balancing the needs of work and family”, including
  - i. Pregnancy/birth leave
  - ii. Leave of absence
  - iii. Part-time appointments

[www.ucop.edu/acadadv/family/welcome.html](http://www.ucop.edu/acadadv/family/welcome.html)

13. University of Arizona

- a. The Millennium Project: a model campus climate study, conducted over two years, which has set a standard for other research institutions interested in assessing equity on campus
  - i. Finds the women experience a “challenging and sometimes hostile campus climate”
  - ii. Puts for an “action agenda” addressing
    - 1. hiring
    - 2. review process
    - 3. salary inequities
    - 4. increasing diversity
    - 5. fair distribution of workload
  - iii. a comprehensive assessment is contained in the summary report

[www.u.arizona.edu/~millen/index.html](http://www.u.arizona.edu/~millen/index.html)

#### 14. Princeton University

- a. Report on women in the natural sciences and engineering
  - i. Salary
  - ii. Tenure
  - iii. Retention
  - iv. Promotion
  - v. Childcare
  - vi. Spousal hiring
  - vii. Housing
  - viii. Harassment and discrimination

[www.princeton.edu/pr/reports/sciencetf/](http://www.princeton.edu/pr/reports/sciencetf/)

#### 15. Duke University

- a. Final report on the study on women’s lives on campus
  - i. parental leave
  - ii. tenure clock
  - iii. on-site childcare
  - iv. childcare for Ph.D. students
  - v. professional development

[www.duke.edu/womens\\_initiative/](http://www.duke.edu/womens_initiative/)

#### 16. American Psychological Association

- a. “Women in Academe: Two Steps Forward, One Step Back”, publication dealing with

- i. obstacles face by women
- ii. includes recommendations to enhance women's success (including work/family policies)

[www.apa.org/pi/wpo/academe/toc.html](http://www.apa.org/pi/wpo/academe/toc.html)

17. National Center for Higher Education Management Systems

- a. "Women in Academe: Steps to Greater Equality" (\$3.00 charge)
  - i. reviews research and published commentary for best practices
  - ii. offers "practical suggestions for bringing needed change"

[www.nchems.org/Publications/women\\_in\\_academe.htm](http://www.nchems.org/Publications/women_in_academe.htm)

18. Academic Climate: Assessing the Climate for Women in Academia

- a. Offers numerous links to model programs (click on "examples") on everything from recruiting and hiring women and minorities to family leave and shared positions.

[www.chillyclimate.org](http://www.chillyclimate.org)

19. Women in Higher Education Roundtable

- a. Links to resources on Women in Higher Education

[www.lcsc.edu/northwestwomen](http://www.lcsc.edu/northwestwomen)

20. American Sociological Association

[www.asanet.org](http://www.asanet.org)

The Best Time to Have a Baby: Institutional Research and Family Strategies Among Early Career Sociologists

[www.asanet.org/research/babybrief.pdf](http://www.asanet.org/research/babybrief.pdf)

## Sources by Topic

### **1. Teaching Evaluation of Faculty (and possible gender bias)**

On Campus with Women (AACU)

Gender and the Evaluation of Teaching

[www.newmedia.colorado.edu/~socwomen/resources/genderteach.html](http://www.newmedia.colorado.edu/~socwomen/resources/genderteach.html)

### **2. Mentoring**

AACU's PSEW's "Chilly Climate Series" includes a publication entitled  
"Academic Mentoring for Women Students and Faculty" (1-800-297-3775)

National Initiative for Women in Higher Education

### **3. Campus Climate Studies**

Women in Higher Education

On Campus with Women (AACU)

National Initiative for Women in Higher Education

University of Arizona Millennium Project

Duke University

Princeton University

Academic Climate website

### **4. Promotion and Tenure Issues**

National Initiative for Women in Higher Education

Women in Higher Education

On Campus with Women (AACU)

American Council on Education

AAUP

### **5. Sexual Harassment**

Women in Higher Education

AAUP, see "Sexual Harassment in the Academy: Some Suggestions for Faculty  
Policies and Procedures: at [www.aaup.org/Legal/info%20outlines/legsexha.htm](http://www.aaup.org/Legal/info%20outlines/legsexha.htm)

University of Arizona's Millennium Project

## **6. The Wage Gap in Academia**

University of Arizona's Millennium Project  
National Initiative for Women in Higher Education  
AAUP has published reports ("Show Me the Money: Salary Equity in the Academy" at [www.aaup.org/publications/Academe/01ja/ja01eube.htm](http://www.aaup.org/publications/Academe/01ja/ja01eube.htm), as well as a guide to evaluating pay equity on your campus ("Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty")

## **7. Work/Family Balance and Day Care Issues (child and elder care)**

National Initiative for Women in Higher Education  
On Campus with Women (AACU)  
Women in Higher Education  
AAUP  
Duke University  
University of California  
College and University Work/Family Association  
ASA: Baby Brief - [www.asanet.org/research/babybrief.pdf](http://www.asanet.org/research/babybrief.pdf)

## **8. Parental/Family Leave**

On Campus with Women (AACU)  
Women in Higher Education  
AAUP Report (recommended policy)  
University of Colorado: a model campus policy that provides examples of flexible arrangements faculty can negotiate for parental leave (in addition to paid leave)  
[www.uccs.edu/women](http://www.uccs.edu/women)  
College and University Work/Family Association  
University of California  
Families and Work Institute  
AAUW  
Duke University

## **9. Other Forms of Discrimination/Legal Issues**

National Initiative for Women in Higher Education  
On Campus with Women (AACU)  
Women in Higher Education  
AAUP (has legal defense fund)  
American University Program and Worklife Law

## **10. Resources for New Faculty Members**

National Initiative for Women in Higher Education  
Excellent book: *New Faculty: A Practical Guide for Academic Beginners* by  
Christopher J. Lucas and John W. Murry, Jr. New York: Palgrave, 2002.

## **11. General Issues Facing Women Faculty**

AACU's Program on the Status and Education of Women has a "Chilly Climate Series" that includes a number of reports and publications:

    "Success and Survival Strategies for Women Faculty Members"

    "Rx for Success"

    "The Campus Climate Revisited"

    "Out of the Classroom" (1-800-297-3775)

On Campus with Women (AACU)

AAUW

Women in Higher Education

National Initiative for Women in Higher Education

AAUP

Higher Education and Gender

Princeton University

National Center for Higher Education Management Systems

American Psychological Association

## **12. K-12 Outreach and Pipeline Issues**

AAUW

AACU, Diversity Digest

National Initiative for Women in Higher Education

## **13. Gender/Diversity in the Curriculum**

AACU, Diversity Digest

National Initiative for Women in Higher Education

AAUP

## **14. Valuing Research on Women, Gender, and Race**

AACU, Diversity Digest

National Initiative for Women in Higher Education

**15. Women in Administration and Leadership**

On Campus with Women (AACU)  
Women in Higher Education  
AAUW

**16. Assessing Campus Diversity Initiatives**

AACU  
National Initiative for Women in Higher Education  
American Council on Education

**17. Campus-Community Outreach and Partnership**

National Initiative for Women in Higher Education  
AACU, Diversity Digest  
On Campus with Women  
Women in Higher Education

**18. Domestic Partnership Benefit Issues**

AAUP: “Domestic Partner Benefits on Campus: A Litigation Update” (a round-up of domestic partnership litigation involving higher education faculty).  
[www.aaup/Legal/info%20outlines/legdmben/htm](http://www.aaup/Legal/info%20outlines/legdmben/htm)

Report submitted on behalf of the Academic Transformation Committee by:

Abby L. Ferber  
Associate Professor of Sociology  
Director of Women's Studies  
University of Colorado-Colorado Springs

Veronica Tichenor  
Assistant Professor  
SUNY-Institute of Technology