

IUPUI Office for Women

2011-12

Annual Report

**Submitted by
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IUPUI

OFFICE FOR WOMEN

**INDIANA UNIVERSITY-PURDUE UNIVERSITY
INDIANAPOLIS**

IUPUI Office for Women 2011-12 Annual Report

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INTRODUCTION

The IUPUI Office for Women works to promote and build an inclusive community that benefits women and men. We envision an energized community of faculty, staff and students pursuing opportunities for academic and professional advancement and full participation, shared influence and equity in all aspects of the work and learning environment at IUPUI.

We address these goals by providing *programming, mentoring, leadership development, consultation, advocacy, community outreach, information services, recognition and awards and research on issues concerning women in higher education*. The office resides within the portfolio of the Executive Vice Chancellor for Academic Affairs, Uday Sukhatme and the Director reports to the Associate Vice Chancellor for Academic Affairs, Mary L. Fisher. The mission and activities of the office are guided by the Office for Women Advisory Council.

OFFICE FOR WOMEN ADVISORY COUNCIL

This board of 40+ faculty, staff, and student members meets monthly throughout the academic year to advise the Office for Women on activities and agenda, to assess indicators on the advancement of women on campus, and to discuss policy issues impacting women and their families.

In July 2011, the advisory council attended a retreat focusing on values exploration which featured Camille Smith, an international organizational consultant from Silicon Valley, founder/president of Work in Progress Coaching (www.wipcoaching.com) and a founding member of Global Women's Leadership Network (<http://www.scu.edu/business/gwln/>)

In this academic year, members of the advisory council joined the Office for Women's Affairs at Indiana University-Bloomington, as speakers and participants at one-day workshop on November 11, 2011 in Bloomington on work-life balance issues and concerns: "Constructing Our Future – Exploring the Values, Strategic Process and Change Mechanisms of Work-Life Policies". This workshop explored the values, best practices and strategic processes that frame successful work-life policies in academia. The goal was to gain a better understanding of how Indiana University could design more effective work-life policies and programming appropriate to various campuses, fiscally responsible and useful in recruiting as well as helping retain the best students, faculty and staff.

PROGRAMS

Professional Development Book Club

This is a lunchtime discussion of current books exploring the themes of women's leadership, career development, work/life balance and self-care. Each group was led by a facilitator and handouts on the book were provided.

Tuesday, September 20, 2011: "Disappearing Acts: Gender, Power and Relational Practice at Work" by Joyce K. Fletcher (repeat);
Facilitator, Associate Vice Chancellor for Academics, Mary Fisher

Tuesday, October 25, 2011: "Mama PhD: Women Write about Motherhood and Academic Life" edited by Elrena Evans and Caroline Grant;
Facilitator, Professor Sandra Petronio, Department of Communication Studies

Tuesday, February 7, 2012: "From Oppression to Grace: Women of Color and Their Dilemmas within the Academy, edited by Theodorea Regina Berry and Nathalie D. Mizelle;
Facilitator, Associate Vice Chancellor for Lifelong Learning, Khaula Murtadha

Tuesday, March 20, 2012: "Gendered Innovations in Science and Engineering" edited by Londa Schiebinger;
Facilitator, Professor Pratibha Varma-Nelson, Executive Director, Center for Teaching and Learning

Financial Fitness Series

This series provided financial know-how for employees regarding transition into retirement and financial tips for students transitioning into the workforce. The speaker Joyce Foster has over 27 years of experience as a financial planner and owns a practice with Ameriprise Platinum Financial Services® Practice. She is a frequent speaker on financial strategies for women and retirement planning.

Wednesday October 19, 2011: Part I. "How Do I Even Start to Prepare for Retirement":
with G. Joyce Foster, CFP, MBA

Wednesday November 02, 2011: Part II. "Making Sure I Don't Outlive My Retirement Savings" with G. Joyce Foster, CFP, MBA

Wednesday, February 22, 2012: "Now that I am about to graduate, how will I support myself, pay on my student loans, buy car or pay for a home etc. etc... Will I have to go home to live with my parents?" with G. Joyce Foster, CFP, MBA

Leadership

Hazelett Women in Leadership Forum
November 30, 2011 An Evening with Tamika Catchings
Campus Center, Room 450A

With the generous support of Ambassador Randall L. Tobias, the IU Tobias Center for Leadership Excellence, IUPUI and its Office for Women have combined efforts to create the Hazelett Women in Leadership Forum. The Hazelett Forum joins the mission of the IU Tobias Center to inspire leadership excellence with IUPUI's commitment to fostering a climate of diversity, opportunity, and equity for women and men. Speakers offer insights into knowledge about leadership in the modern workplace including their reflections on the role of gender, work/life balance, and effective communication.

This year's speaker, Tamika Catchings, is an Indiana Fever forward. She was the Women's National Basketball Association's most valuable player last year. She just won her third Olympic gold medal for Team USA in August. She's a four-time WNBA defensive player of the year, a seven-time All-Star and has been on the all-league teams nine times. In 2004, she founded the Catch the Stars Foundation whose goal is to provide academic and sports related programs to at-risk youth in the Indianapolis area.

International

Women, Peace and Reconciliation in West Africa
with Nobel Peace Prize winner, Leymah Gbowee,
February 16, 2012, IU McKinney School of Law, Wynne Court Room

Leymah Gbowee, 2011 co-recipient of the Nobel Prize, spoke on "Women, Peace and Reconciliation in West Africa". Gbowee, founder of the Liberian Mass Action for Peace, along with Liberian President Ellen Johnson-Sirleaf and Yemeni activist Tawakkol Karman, were the joint recipients of the 2011 Nobel Peace Prize.

The documentary *Pray the Devil Back to Hell* chronicles Gbowee's leading role in ending Liberia's Second Civil War. The peace activist, who is based in Accra, Ghana, is the executive director of the NGO Women Peace and Security in Africa (WIPSEN-Africa), and heads the newly established reconciliation process in her native Liberia.

The Office for Women was a co-sponsor of the event along with IU McKinney School of Law, IUPUI Office of Student Involvement, IUPUI Campus Center, IUPUI Campus Housing and Residence Life, Office of the Vice Chancellor for Student Life, Office of International

Affairs, Office of Diversity, Equity and Inclusion, University College, the Department of Anthropology, Committee for African and African-American Studies, African Student Association.

The Office for Women also sponsored a private reception for Ms. Gbowee and event sponsors after the talk. The Center for Victims Rights was a co-sponsor.

“Empowering Youth for Social Justice: A Conversation with Ethiopian-Israeli Activist, Elisheva Darar”
Wednesday, March 7, 2012, Campus Center, Room 405

In recognition of International Women’s Day, Elisheva Darar, Ethiopian-Israeli Community Activist spoke on campus. As a small child, Elisheva walked on foot with her parents and 11,000 other Ethiopians across the Sudanese dessert to freedom in Israel. As a young adult she has worked to empower the Ethiopian communities in Israel and has served as the Division Director for Social Planning at the Department of Policy Planning with the Israeli Prime Minister's Office. In this role she supported the establishment of a think-tank devoted to social change initiatives for women, people with disabilities, and under- served communities.

Co-sponsored with the IUPUI Office for International Affairs, and the IU School of Public and Environmental Affairs

Women’s History Month

Throughout the month of March, National Women’s History Month, the Office for Women sponsored several events. This year’s national theme was “Women’s Education, Women’s Empowerment.”

Monday, March 10, 2012
Cultural Leadership Luncheon with Dr. Sandra Petronio “Education as Empowerment”
Campus Center, Room 405
Co-sponsored with Office of Student Involvement

Wednesday, March 21, 2012
Jane Curry in “Nice Girls Don’t Sweat”, one-woman performance in honor of 40th anniversary of Title IX
Campus Center 450C
Co-sponsored with the Office of Student Involvement, Women’s Studies Program of the IU School of Liberal Arts, Indianapolis, IUPUI Athletics and the NCAA Office of Inclusion

Monday, March 26, 2012,

The 3 Beats Trio, a musical performance in honor of Women's History Month

IT 152

Co-sponsored with IUPUI Music Academy

Tuesday, March 27, 2012

Annual Women's Leadership Reception and Leadership Awards

Campus Center 450B

Co-sponsored with the Office of Student Involvement

Special Event

January 9 – 27, 2012

Cultural Arts Gallery, Campus Center

Women Creating Excellence at IUPUI, multi-media exhibit based on the online archive at: <http://www.ulib.iupui.edu/womencreatingexcellence>

Wednesday, January 11, 2012, Opening Reception

Cultural Arts Gallery, 2nd floor, Campus Center

As part of the 15th anniversary celebration of the IUPUI Office for Women, the Office for Women and the University Library sponsored a multimedia exhibit that is an extension of the online archival exhibit, "Women Creating Excellence at IUPUI." The multimedia exhibit was on display for three weeks at the campus center. The multimedia exhibit invited observers to explore the achievements of a variety of influential campus women as well as consider how their work defines what it means to be a leader. The online exhibit was created in 2009 as a part of the IUPUI 40th Anniversary celebration with funding support from the Office of Diversity, Equity and Inclusion.

It features the biographies of over 100 women who have made significant contributions to the growth and development of IUPUI since 1969 and features photos from the Ruth Lilly Special Collections and Archives. Additional information on the "founding mothers" who helped build the institutions that preceded IUPUI has been added as well as other information about efforts to advance women in our community.

Chancellor Bantz spoke at the opening reception to a crowd of about 80 guests. Over 300 people viewed the exhibit during the month.

MENTORING

EMPOWER, Enhanced Mentoring Program with Opportunities for Ways to Excel in Research

Co-Sponsored with the Office of the Vice Chancellor for Research

The Enhanced Mentoring Program with Opportunities for Ways to Excel in Research (EMPOWER) has been developed by the Office of the Vice Chancellor for Research and the Office for Women to support IUPUI faculty who are historically underrepresented and/or excluded populations in their discipline or area of scholarship and historically denied admission to higher education or that discipline. The purpose is to empower them 1) to become successful in sponsored research and scholarly activity, and 2) to achieve significant professional growth and advancement. The program sustains mentorship opportunities through the EMPOWER Grant Program matching an experienced senior research faculty member with a junior faculty member for one year to assist them in focusing their research agenda. Mentees then are expected to make an external grant submission. <http://research.iupui.edu/funding/>

2011-12 was the pilot year and we had 16 Mentor/Mentee matches with faculty from the School of Medicine, the School of Liberal Arts, the School of Engineering and Technology, the School of Nursing, Herron School of Art and Design, the School of Physical Education and Tourism Management, the School of Social Work and the School of Science. The first year concluded in September 2012 and a second cohort is about to begin. The Center for Urban Multicultural Education (CUME) is preparing an assessment and evaluation of the pilot year.

Advancing Women Mentoring Program

Co-sponsored with the Office of Student Involvement

2012 was the pilot year for a new student mentoring program developed by the Office for Women and the Office for Student Involvement. The Advancing Women Mentoring Program is designed to empower individuals toward academic, personal, and professional success by engaging participants in authentic mentoring partnerships. Students had the opportunity to be mentored throughout the year by IUPUI faculty and staff. Specifically, the program highlights topics pertaining to the advancement of women both in the university and the workplace. This program was open to all students, faculty, and staff with an interest in this subject.

Mentors from the faculty and staff were recruited and their biographies put on the LEAD IUPUI website. Students applying for the program could indicate their particular needs for mentoring and read about the mentors online and indicate their top 3 preferences on their application. Mentor/Mentee teams were matched by staff and then introduced at an opening event. Other special workshops and events were held throughout the

year and participants were also encouraged to attend programming of the Office for Women. A newsletter was sent monthly with suggested topics for discussion and information about the latest research on advancing women or leadership development. 30 teams of Mentor/Mentees were matched and completed the program. A year-end survey was completed by participants. 44% of the Mentees completed the survey and the question "I would recommend this program to a friend" scored 4.27 out of 5. Mentors responded to the questionnaire and strongly agreed that "the program met my expectations." The second year of the program will begin in September 2012.

AWARDS

Annual Women's Leadership Awards

Seven faculty and staff and five students were honored as Outstanding IUPUI Woman Leaders at the Women's Leadership Reception during Women's History Month. Nominations are solicited from the campus community and the awards are given annually by the Office for Women and the Office of Student Involvement as part of the Women's History Month celebration.

Executive Vice Chancellor Uday Sukhatme opened the event with welcoming remarks followed by a keynote address by Khaula Murtadha, Associate Vice Chancellor for Lifelong Learning speaking on this year's theme: "Women Education – Women's Empowerment." Chancellor Charles Bantz gave closing remarks.

This year's Woman Faculty "veteran" award was made to Nancy M. Robertson, Associate Professor of History and Philanthropic Studies, and Director of Women's Studies Program, IU School of Liberal Arts, Indianapolis. Two faculty members were honored in the Outstanding Woman Faculty "newcomer" category this year: Rhonda Henry Anthony, Associate Professor of English and African Studies, and Director of the Olaniyan Scholars Program, IU School of Liberal Arts, Indianapolis and Melissa Ann Kacena, Assistant Professor of Orthopaedic Surgery, IU School of Medicine.

Two Outstanding Woman Staff "veteran" awards were given this year to Mary Jane Brown, Executive Director, Center for Adult and Lifelong Learning, IUPUI Division of Continuing Studies and Pamela Su Perry, Communications Director, IU School of Medicine. The Outstanding Woman Staff "newcomer" award went to Dawn M. Whitehead, Director of Curriculum Internationalization in the IUPUI Office of International Affairs.

This year's 2012 Inspirational Woman award was presented to Amy Jones Richardson, Assistant Director of Recruitment, Retention, and Academic Services, IU School of Liberal Arts, Indianapolis. The IUPUI Inspirational Woman award recognizes a nominee whose dedication, service and generosity is beyond the call of duty and whose work and life story inspires us.

The Office of Student Involvement named five women as Outstanding Woman Student Leaders at the reception: Sarah Nathan, a graduate student in Philanthropic Studies; Jessica Jackson, a senior in Biology; Ashley Winfield, a senior in Biology; Fatoumata Bah, a Junior in Chemistry and Kimberly Mezger, a senior in English.

National Women's Studies Association Women's Committee's Award

Kathleen Surina Grove, J.D., director of the Indiana University-Purdue University Indianapolis Office for Women, was the 2011 recipient of the Outstanding Achievement Award from the National Women's Studies Association Women's Center Committee. The National Women's Studies Association award, presented Nov. 11 at the association's national conference, recognizes "women working in women's centers/gender equity centers who have accomplished a significant endeavor to improve the lives of women, and have addressed gender equity, sexism and other forms of oppression." Grove, who began her tenure with the IUPUI Office of Women in 2004, is an associate faculty member for the Women's Studies Program in the School of Liberal Arts at IUPUI.

NEW INITIATIVES

Sexual Assault Task Force

Counseling and Psychological Services, the Dean of Students, and the Office for Women partnered to create a campus wide coalition to initiate and coordinate campus prevention training, report protocols and employee response protocols to sexual violence on campus. The Task Force met three times throughout the year and has 30 members representing a wide constituency on campus: CAPS, Student Life, Office of Equal Opportunity, Housing, Athletics, Office for Women, Undergraduate Student Government, Graduate Student Government, Academic Affairs, Multicultural Success Center, Adaptive Educational Services, University College, Liberal Arts, Campus Facility Services, IUPUI Campus Police, Student Health, Staff Council and Faculty Council. Additionally, CAPS and OFW, partnered to create a 3 hour pilot curriculum for a first year learning seminar with the goal of empowering students to stand up to sexual assault, drug and alcohol use, bullying, prejudice, stereotyping, and domestic violence using the bystander intervention model. The task force will also develop other methods and programs including training for staff and faculty and education campaigns.

ONGOING INITIATIVES

MPREG – Multicultural Pedagogy Research Group

The Office for Women continues to sponsor and support this research group formerly the Community of Practice on Multicultural Teaching. MPREG is an interdisciplinary

group of faculty and staff that have worked together since 2006 conducting research on multicultural teaching and practice and outcomes. Current members of MPREG are women and represent a variety of ethnic and cultural groups including African American and Hispanic. Five are associate professors and tenured, one is in the process of seeking tenure, and two are administrative staff and adjunct faculty. Their disciplines are psychology, public health, anthropology, social work, literature, women's studies, law and international education. Their individual research interests include the psychology of stereotyping and bias, cultural competency in social work, international curriculum development, race and ethnicity studies, diaspora studies, social policy and implementation, women's leadership, and postcolonial literature.

They are presently conducting their third survey and research project: an assessment of the perceptions of the local Latino community towards higher education and its accessibility. Two prior projects examined the perceptions of IUPUI faculty and staff toward multicultural teaching and practice. They have published their research in the Journal on Excellence in College Teaching and their second article was published in June 2012 in the Journal of the Scholarship of Teaching and Learning. See: <http://josotl.indiana.edu/issue/view/180>

For their impactful work, the group was awarded the 2010 Joseph Taylor Excellence in Diversity.

Women Creating Excellence at IUPUI, an online archive

This was developed by the Office for Women and University Library as a permanent online archive to highlight and celebrate the significant contributions to building and sustaining our campus by women faculty, staff, students, alumnae or community members. Funding support for the project was provided by the Office of Diversity, Equity and Inclusion. It features the biographies of over 100 women who have made significant contributions to the growth and development of IUPUI since 1969 and features photos from the Ruth Lilly Special Collections and Archives. Additional information on the "founding mothers" who helped build the institutions that preceded IUPUI has been added as well as other information about efforts to advance women in our community. In January 2012, the online exhibit was adapted to a multi-media exhibit which was shown in the Cultural Arts Gallery in the Campus Center. The archive is updated annually. See: <http://www.ulib.iupui.edu/womencreatingexcellence>

INFORMATION SERVICES

Listservs

The Office for Women continues to maintain a listserv, "NETWOMEN" which provides timely information about women-focused or family centered activities on campus and in the community. There are currently 380 members.

The Office for Women continues to maintain a listserv for the Advisory Council for communication about gender issues in higher education.

Website

The Office for Women maintains a website at <http://ofw.iupui.edu> which provides information on the office and its activities.