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# Good Practice Committee Correspondence and Working Bibliography, 1999

American Society of Criminology Division on Women and Crime.

Nicole Rafter

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Date: Sun, 28 Nov 1999 09:42:27 -0800 (PST)  
From: nicole rafter <raftern@badger.jsc.vsc.edu>  
To: Susan Caringella <susan.caringella@wmich.edu>  
Cc: Nancy.Wonders@nau.edu  
Subject: Re: Update on Good Practice Committee

Hi, Susan. After the crim meetings I went directly on another trip and so didn't get home till last night. Among other mail I found an envelope from you enclosing a Good Practices Comm. report and a document titled WORKING BIBLIOGRAPHY. Please let me know what you would like me to do with the latter.

Also, please note that you sent the materials to my former Northeastern University address, using a prepared mailing label. I am no longer working at NU's College of Criminal Justice. I am now affiliated with its Law, Policy, and Society Program, but the best way to address my mail is to my Vermont address: 155 College Hill, Johnson, VT 05656.

Please make sure the address labels get changed. Otherwise, it takes mail over a month to reach me.

Thanks, Nicky

PS: I'm cc'ing this to Nancy Wonders, the new DWC chair. From now on, it would be best to correspond with her about committee work. Do you want me to send the bib to her?

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## ASC Good Practice Committee Minutes

The Good Practice [GP] committee has been established as a coordinated group of the DWC and the DOPCC. We [see below] decided to call this the GP committee to reduce resistance to us and facilitate cooperation of the ASC Board, and its' subcommittees [like the policy and ethics subcommittees] and membership. GP defines our first direction undertaken as well.

The GP committee's goal is to reduce discrimination against women, particularly women of color and other members of the DWC, in tenure, promotion, and contract renewal decisions. The committee is co-chaired by Susan Caringella-MacDonald and Marjorie Zatz. Its members include Joanne Ardovini-Brooker, Mona Danner, Jeanne Flavin, Suman Kakar, Susan Miller, Ruth Peterson, Betsy Stanko and Marge Zahn. There's also an advisory group comprised of Joanne Belnap, Meda Chesney Lind, Julius Debro, Laura Fishman, Lynn Goodstein, Nancy Jurik, Susan Krumholz, Merry Morash, Nicky Rafter, and Claire Renzetti who have all agreed to be called upon for additional help in accomplishing the committee's objectives.

The above named people were invited to meet at the ASC conference in Washington D.C. last November. A small group [Marjorie Zatz, Susan C-M, , Nicky, Ruth Peterson, Evelyn Gilbert, and Betsyto Stanto] met in [then President] Margaret Zahn's suite to discuss the work of this committee. We explored the parameters of what the committee might reasonably be able to take on given the problems and burdens that academic women experience. We concluded that sexual harassment was too broad/overwhelming for the committee at this juncture in time, and that we could accomplish more if we targeted tenure and promotion decisions and contract renewals more narrowly. Their five processes the committee is presently undertaking:

1. The continuation of workshops at the annual meetings, to be coordinated between the DWC and the DOPCC, and getting tenure and promotion and redressing denials.
2. Renewed efforts at facilitating mentoring and networking .
3. The distribution of the resolution passed at the G. W. see business meeting last November. This stated:

“Good practice in the discipline in tenure and promotion decisions dictates that every academic department should develop Portfolio Guidelines for candidates, including examples of well prepared materials for review. Good practice further means that when candidates come up for review, internal and external reviewers should include women and people of color. This resolution shall be distributed once a year to all members of the ASC.”

As well, we want to distribute this resolution to the chairs of criminal justice and sociology apartments who might not be members of the ASC,

This resolution was present to the board of the ASC, who moved it along to the Ethics committee for decision [as to whether or not the ASC would take this stance or make the a public statement]. This is where we stand at the moment to the best my knowledge.

4. We are in the process of developing a compilation of exemplary tenure and promotion packages from those of us who review such materials, with the consent of the candidates. We want to make these examples available to candidates preparing for review. Val Jenness has been good enough to provide us with her package. We want to state that this is one variation of a package, not all of the permutations of how packages might be put together, and that this package is so exemplary that we want to note that others should not be intimidated by this particular exceptional portfolio.
5. We are in the process of identifying and collecting research on discrimination in the academic evaluation of people of color and women. Her focuses tenure, promotion, renewal and teaching. Joanne Ardovini-Brooker has begun this research for the committee. We will be needing this body of research to push our resolution along with in the ASC committees, and hopefully get the resolution implemented by the ASC.

It waiting next is for you, members, advisers, and interested DWC members, to provide feedback on the above. The specifics we need right now are help in identifying and securing examples of top-quality tenure/promotion packages, and your careful thought I how to get these packages to candidates. For example, perhaps the executive office in Ohio can serve as a clearinghouse and packages can be checked out through the mail or copies be made on line. We also need help with the research, that Joanne has begun. All references, articles, review pieces, sources, citations, summaries, your own research, experiences, etc. will all be helpful.

We welcome your council on all that we are undertaking, and your active participation in any of these activities

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