

Stephen F. Austin State University

SFA ScholarWorks

Diversity Conference

Feb 12th, 10:30 AM - 11:20 AM

Creating an Organization to Support SFA's Women Employees

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Olson Beal, Heather K.; Sanchez, Sarah; Brewer, Lauren; and Rudolph, Amanda, "Creating an Organization to Support SFA's Women Employees" (2021). *Diversity Conference*. 7.

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Organizing for Action: Creating a Professional Women's Organization on Campus

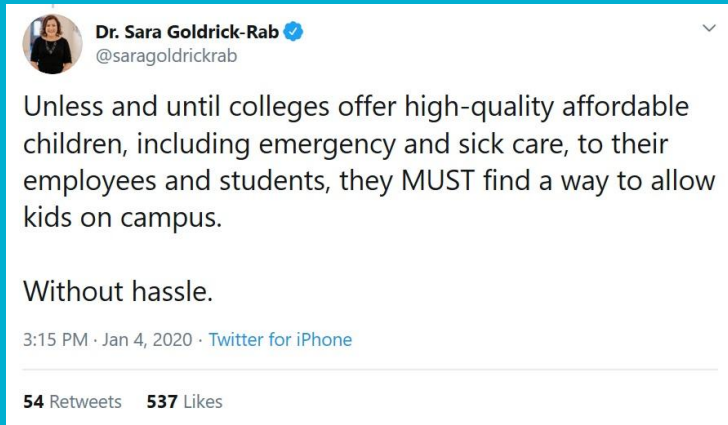
Heather Olson Beal, Ph.D. (Education Studies)

Sarah Sanchez, MFA (Kinesiology / Dance)

Lauren E. Brewer, Ph.D. (Psychology)

Rationale for Organizing

- Professional inequities faced by women in higher education, especially for mothers (Acker & Armenti, 2004; AAUP, 2001; Hirakata & Daniluk, 2009; National Research Council, 2010), persist and are well-documented
- Decades-old battle about the work-life “balance”
- Renewed debates on social media in 2020



Dr. Sara Goldrick-Rab ✓
@saragoldrickrab

Unless and until colleges offer high-quality affordable children, including emergency and sick care, to their employees and students, they MUST find a way to allow kids on campus.

Without hassle.

3:15 PM · Jan 4, 2020 · Twitter for iPhone

54 Retweets 537 Likes



THE CHRONICLE OF HIGHER EDUCATION

SECTIONS | FEATURED: The Jerks of Academe The Creativity Challenge The Recession-Proof College

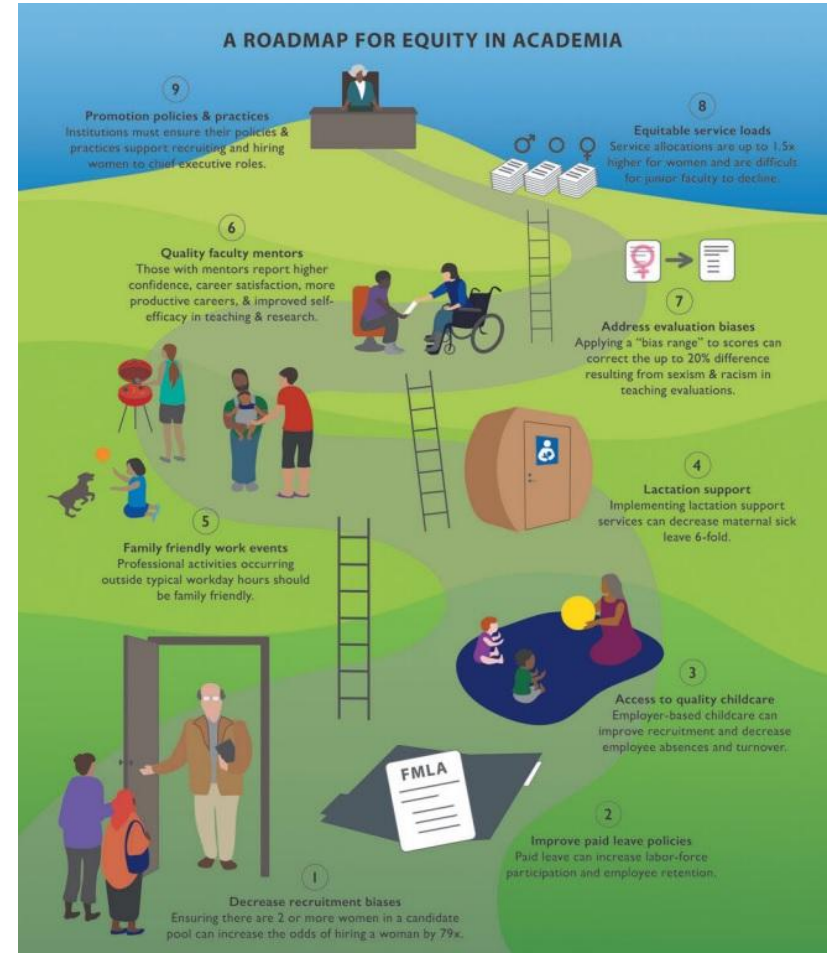
LABOR & WORK-LIFE ISSUES

When Colleges Frown on Kids on Campus — or Even Ban Them

By Megan Zahneis | JANUARY 09, 2020 PREMIUM CONTENT FOR SUBSCRIBERS. SUBSCRIBE TODAY

Academics take to social media to insist on the virtues of bringing their children to work.

- Just 26% of all tenured professors are women (a number that is *decreasing*) & 34% of Professors
- Women of color are particularly underrepresented in the academy.
- Structural barriers impede women's chances for tenure (e.g., preference for research productivity over teaching & service work disproportionately favors men)
- Men outearn women at all faculty levels
- Academic mothers are less likely to advance than academic fathers ("the baby penalty")
- Family formation negatively affects women's--but not men's--academic careers



Planning meetings held 2X/mo. & meetings with orgs at other IHEs

Organizing work behind the scenes & creation of website

Creating processes for long-term sustainability



By-laws drafted, meeting with president & provost, elections

Organized committees, org chart, actionable goals

Building on Strengths (ours and others')

1 | Reaching out externally

Finding and meeting with similar existing organizations

- UTRGV, SHSU, UT-Arlington
- Asking for info in social media spaces

2 | Drafting a mission statement & objectives

Identifying our primary purpose as *professional*

- Wordsmithing a mission statement
- Identifying organizational objectives

3 | Choosing to unite as women

Who is the organization for?
Who can join?

- Faculty or staff?
- Women, women*, men, all employees?

Challenges Faced (or we're facing)

1 | Opposition / Barriers

Challenges faced:

- Fake “men’s organization”
- COVID-19 - telecommuting issues
- Fear / trepidation
- Money (internal or external?)
- Fear of being co-opted

2 | Faculty & staff working together

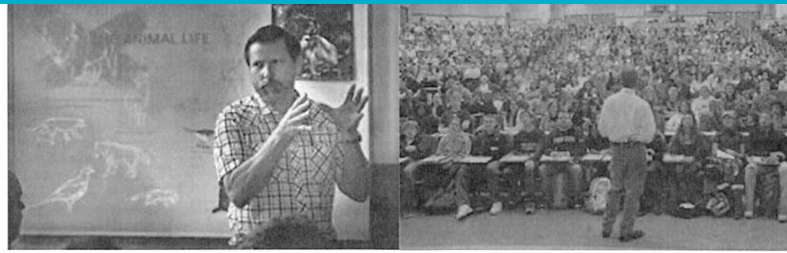
Different:

- Schedules & work styles
- Work expectations
- Language
- Professional & social circles

3 | Time

Advocacy takes times and energy

- Burden of emotional labor associated with professional service borne disproportionately by women



LOOKING FOR A WAY TO ENGAGE
MEANINGFULLY THIS FALL?
THEN THINK ABOUT JOINING ELMO!
Equity and Leadership Men's Organization

Mission

Ensure that the dominant position of men is maintained to align with global norms of male hegemony.

MOLE *advocates* for the professional advancement of men while balancing professional, personal, physical and mental health demands and needs.
MOLE supports policies that sustain male staff and faculty by utilizing the unique perspectives of men and our shared experiences.

For more details, please email: makemeasammich@sfasu.edu



Heather Olson Beal,
Faculty Co-Chair
Ashley Johnson, Staff Co-Chair

Mary Hawkins, Faculty
Co-Chair Elect

Sheri Grant-Fenton,
Staff Co-Chair Elect

Bailey Thompson,
Secretary

Sudeshna Roy,
Treasurer

Ethics:
Chair & Secretary
- TBD

Tenure &
Promotion &
Annual Review:
CC Conn (Chair)
Chrissy Cross
(Secretary)

Mentoring,
Membership &
Outreach: Sarah
Sanchez (Chair),
Amanda Pruit
(Secretary)

Achievement &
Advancement:
Lauren Burrow
(Chair),
Jill Carrington
(Secretary)

Wellness:
Sarah Drake
(Chair), Beth
Gound (Secretary)

Diversity:
Amanda Rudolph
(Chair),
Cleo House
(Secretary)

Governance:
Lauren Brewer
(Chair),
Amanda Pruit
(Secretary)

Special Projects:
Lisa Mize (Chair),
Ginny Watkins
(Secretary)

Actionable Committee Goals

1 | Tenure & Promotion & Annual Review

- Survey members to determine needs with regard to T & P / review process
- Identify specific strategies to support members through that process

2 | Mentoring, Membership & Outreach

- Develop & implement pilot mentoring program
- Collect & distribute baby-related items via the campus food pantry
- Host relationship-building events

3 | Achievement & Advancement

- Provide training re: how to document professional achievements internally and externally
- Amplify the achievements of women on campus in appropriate outlets

Mentoring Program

OWLE *Mentoring Program*

Complete the following survey to help us determine who is the right match for you. This is a 1 year commitment to have some type of contact monthly, via phone, email, face to face/Zoom, or text.

<http://bit.ly/MentorshipR2>



DEADLINE TO
SUBMIT SURVEY:
MARCH 4th!

OWLE Organization for Women's Leadership and Equity

Mentorship Program Contract

The following contract pertains to individuals matched during the Fall 2020 semester.

By choosing to participate in the Mentor Program, I agree to:

- Be flexible and provide my mentor/mentee with the necessary support and advice to help them succeed in their goals.
- Comply to COVID-19 social distancing and mask wearing guidelines to ensure me and my mentor/mentee are safe.
- Keep any information that my mentor/mentee tells me confidential except as may cause him/her/they harm.
- Commit to meeting for a minimum time of 1 hour, once a month. This may be broken up into fragments or saved for one session. Additional time past the 1-hour mark must be a mutual agreement.
- Inform MOM committee when meeting time and location does change.
- Provide your mentor/mentee with 24 hours cancellation notice if unable to attend your meeting. Reschedule missed meetings before the end of the month.
- Notify MOM committee of any difficulties or concerns that arise in the partnership. Contact information listed below.
- Respond to quarterly surveys created by MOM committee.

Monthly Meeting Info: (modality, day, time) _____

Mentor Signature: _____ Date: _____

Mentee Signature: _____ Date: _____

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Building Relationships

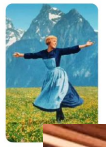
OWLE PRESENTS

Night Owles

VIRTUAL MEET & GREET

FRIDAY, DECEMBER 4
7:00PM

Join us via Zoom for a night of wellness, relaxation, and conversation. Grab your favorite beverage or snack, and some of **your favorite things** to share with the group!



COTTAGE WINE BAR OWLE MEET-UP

SATURDAY, DECEMBER 12
7:00PM



Enjoy fresh air, wine and the company of



SCAN THE QR CODE



Night
OWLES
UPCOMING SOCIALS

Friday, March 19- Virtual, 7:30pm
&
Saturday, March 20- Fredonia Brewery, 6:30pm



#owlewisdom

Actionable Committee Goals

4 | Wellness

- Identify & compile all campus wellness-related offerings and compile them in one place
- Advocate for wellness-related policies

5 | Diversity

- Gather & aggregate data on diverse faculty and staff
- Identify strategies to recruit & retain diverse faculty and staff
- Expand definition of “diversity”

6 | Governance

- Assist other committees set & accomplish goals
- Create & deliver leadership training for OWLE members
- Develop best practices for OWLE
- Revise by-laws

Actionable Committee Goals

7 | Special Projects

- Host the fifth annual International Women's Day Teach-in



OWLE: FALL 2020

- 1** ● leadership training held
- 3** ● families adopted for Thanksgiving
- 6** ● executive team members elected
- 8** ● committees
- 14** ● committee chairs & secretaries
- 16** ● university offices represented
- 19** ● academic departments represented
- 30** ● pilot mentoring program participants
- 50** ● average monthly meeting attendees
- 76** ● members:
54 faculty, 22 staff

<https://owle12.wixsite.com/owle>

#owlewisdom

Questions?

Discussion?

Contact owle@sfasu.edu