

ANNUAL REPORT - Faculty Senate Status of Women Committee

May 1, 2019

My committee's objective is to add utmost value and improve status of women at Temple University, inspire women to seek leadership roles, increase opportunities for merit and promotion, assist and motivate women's ability to gain equal pay, establish connectivity through a network, and have women faculty's service acknowledged and recognized appropriately in merit distribution.

I have reviewed the membership ranks of my committee for the next academic year. Currently we have 11 members, including the chair. It is desirable to maintain this number and recruit replacements for those whose terms have expired. In 2018 I personally recruited two new members. They agreed to serve, but one of them is on leave and this is why she could not attend any of our meetings in 2019. The other member has not been recruited yet. I request Dr. Alexa Firat's (Languages Department) recruitment to be processed in 2019.

In the past I tried to seek nomination of three faculty members from different schools and colleges at TU (including Fox Business School, Engineering and Sciences) however I could only succeed to recruit faculty within my own college. Liberal Arts and Humanities faculty seem to be more compassionate and willing to participate in service related fields, despite lack of merit paid for service. Merit for SERVICE remains an important area that needs to be taken into consideration during merit distribution at TU. Most of our women faculty serve on committees, and their contributions need to be recognized.

1. Assessment of service:

Last year there was a discussion about the size of the committee. We value faculty members' willingness to mention their service activities for merit, and promotion. Service should receive merit. We would like to see it happening at TU.

In fall 2018 I was on sabbatical leave. Dr. Donna Snow kindly agreed to be the interim chair despite her heavy teaching and directing schedule. I thank her for her diligence.

The FSSW members' list as of September 2018 was as follows:

Members:

Nilgun Anadolu-Okur, (Chr.) CLA, 1-8513, anadolu@temple.edu, '20**
Angela Bricker, CST, 1-8578, angela.bricker@temple.edu, '21**
Amy Friedman, CLA, 1-7561, amy.friedman@temple.edu, '19
Elizabeth Matthew, FSBM, 1-5058, elizabeth.matthew@temple.edu, '21**
Matthew Miller, TFMA, 1-4263, mbmiller@temple.edu, '20**
Heather Murphy, CPH, heather.murphy@temple.edu, '21**
Dieu Nguyen, CLA, dieu.nguyen@temple.edu, '21
Sharyn O'Mara, TYL, 8-9168, sharyn.omara@temple.edu, '20
Elizabeth Pfeiffer, CPH, 1-4504, elizabeth.pfeiffer@temple.edu, '21**
Donna Snow, TFMA, 1-8414, donna.snow@temple.edu, '21**
Krupa Viswanathan, FSB, 1-6183, krupa@temple.edu, '21

In the 1990s I personally worked on re-organizing the committee in and obtained a first-hand experience. At one time the committee was obsolete so much so that it was reduced to near non-existence. The meetings were not being held; it was difficult to get three members to participate in a pre-scheduled committee meeting. I had to come up with a new plan. I invited the members to have lunch with me at the Diamond Club, and consequently got things started. I also remember asking several faculty I met at conferences or workshops, whether they would like to be a member of the Women's Committee. The faculty in general was oblivious to the presence and work of the FSSW until recent years. I worked diligently to endorse new members, and be an advocate to improve women's status on campus. Those early days, during which I served both as chair, and a member, mandated true perseverance and grass-roots effort. Currently we are in much better shape than we were five or ten years ago. Yet we are not there yet. We organize speakers' events, and luncheons with key-note addresses in order to highlight status of women at TU.

The FSSW participated in the Diversity Symposium in fall 2017, and successfully conducted an informal mini-survey among the

audiences, whose results initiated our plans to work further in that field.

In February 2018 we established a sub-committee to create a larger survey based upon concerns and recommendations of faculty and staff at TU.

We organized a mini conference in spring 2018 and held it at School of Public Health; we invited speakers, including the dean of the PH.

3. Diversity:

I have reviewed the composition, charge and workload of the committee. Nevertheless I want to diversify the membership ranks since we value diversity and inclusion at Temple University. Last year I had asked to recruit two colleagues, and they had both agreed to serve, if nominated. Their backgrounds and study areas are extremely diverse: Middle Eastern and Far East. One of them has been appointed; I would like to renew my invitation for the other colleague. I believe these two colleagues will bring profound diversity and wisdom to the composition of our group. It is not the schools, but individuals who diversify a committee's composition, mission, and perspective.

4. Frequency of meetings:

We will continue to have two meetings per semester.

5. Joining a permanent member, "consultant."

In 2018 I had invited Professor Carolyn Adams (former CLA Dean) to join our committee as a "consultant." She has been kindly attending all of our meetings, and due to her profound experience both as faculty, and a two-term dean for CLA, she continues to be an essential source for us, especially highlighting women's potential for leadership roles.

6. Membership terms:

Here is the current plan I would like to follow for 2019-2020:

Renew two members for an additional year. (Their terms ended in 2018)

Member #1 and Member #2:
Donna Snow and Angela Bricker:

New members who were nominated and agreed to serve on FSSW:

Member # 3: Alexa Firat (Middle Eastern Studies, Arabic Language and Literature, CLA) firatalexa@gmail.com ([Appointment Pending](#)).

Member # 4: Dieu Ngyuen (Vietnamese History, Far Eastern, CLA) (appointed, on leave).
dieunguy@temple.edu

Alexa and Dieu represent diverse constituencies at TU and I am familiar with their valuable contributions to Temple community both as scholars and professors. They demonstrated dedication and service over many years to increase multiculturalism, race and gender, and participated in cultural events, at Temple University.

7. Members whose terms are expiring:

Angela Bricker, Donna Snow.

Within our group Angela and Donna are very helpful, they attend, and participate actively, and I would like them to serve one more year; both of them are committed members.

8. Meetings: In fall 2018 I was on leave yet Dr. Donna Snow chaired the committee, and they had two committee meetings. As I have gathered from their minutes, they discussed the following topics in meetings held on October 24 and November 16, 2018.

- Childcare Symposium Flyer was distributed to the committee. Our committee's recent survey was addressing this issue. Yet a member whose term ended in 2018 had the sole access to the survey and we never had a chance to revise or add our input. Two members tried to get in touch with Bernie Newman about the survey.

- Sharyn O'Mara shared a letter from Jennie Shanker, VP of TAUP. The letter dealt with issues regarding women at the workplace: Attorney General's office / Fair Labor: Meeting 11/8 at CCP.
- Heather Murphy reported on Childcare Symposium; our committee is being acknowledged in the Childcare Proposal.
- Professor Carolyn Adams made copies of our committee's survey and sent the committee a link. Committee discussed possible new topics for survey:
 - (a) Discrimination against faculty of various ethnicities,
 - (b) What ratio identifying she / they / he,
 - (c) Ageism: particularly for female faculty,
 - (d) Faculty Senate: analyze ESFF's by gender.
 Lastly the committee discussed process for distribution of survey.

Committee may decide to ask or receive a summary of statistics from TAUP by gender in terms of rank, salary, merit.

In spring 2019 the committee held two meetings, in February and in April.

9. Adopting a theme: "Mentorship"

During our February meeting we adopted a new theme and decided to develop it in 2019. "Mentorship" is important; yet it has to be conducted on a voluntary basis. Moreover, mentorship may cover issues related to research, professional and personal development. For example, "how to prepare a CV, what to include in one's merit request documents, or how to differentiate among journals to submit an academic article" are just a few examples where mentors can assist their mentees. Yet both parties (the mentor and the mentee) should be aware of the fact that mentoring does not have any impact on tenure process. However junior faculty, whether TT or NTT may seek advice from senior faculty whenever it is needed, and as long as it is conducted voluntarily. Our committee will work on the development of a mentoring network for this purpose, in order to assist improve communication among faculty members. We thank Faculty Senate for the opportunity to serve our university and our faculty.

Nilgun A. Okur, Ph.D

Professor and Chair, FSSW

