

Highlights

Women's Faculty Caucus **Fall 2011**

Detail of *Two Worlds*, 2010
monotype with woodcut

Gesine Janzen
Assoc. Professor, School of Art



The WFC is an advisory group that was first organized in 2006 to address the concerns of women faculty as well as gender-specific issues across campus and beyond. The WFC supports women faculty at all stages of their careers in a variety of mentoring and networking activities. The WFC participants are committed to promoting the accomplishments of our colleagues in their research, creative work, teaching, service, and administration.

Mission Statement

The Women's Faculty Caucus represents faculty members across rank and appointment on the campus of Montana State University. We seek to:

Provide a leadership venue for women faculty to collectively impact programs and policies that serve the intellectual interests and welfare of the members and enhance the scholarship and growth of the University community.

Enhance the opportunities for networking among faculty women in order to facilitate professional growth and career satisfaction among faculty ranks.

Monitor the status of women faculty on campus in terms of numbers, resources, recruitment and retention issues, and accomplishments, and develop effective means of regularly communicating this information to the administration and campus.

Advise the MSU administration on systemic issues with disparate gender impacts for the institution as a whole.

2011-2012

Steering Committee Members

CHAIR

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Note from Sara Rushing, the outgoing Chair

Our sixth year was, by all accounts, a rousing success! Thank you to the many, many of you who helped make it so – especially those people who approached me unsolicited and said “I want to help, put me to work!” I began my year as Chair of the WFC with some trepidation. There was an occasional email telling me that I was wasting my time (and other less constructive tips, as well). Someone asked me why I would want to spend my energies chairing this organization when I was pre-tenure. The divisions between female faculty members were pitched as enduring and insurmountable. I may have been called naïve.

And yet... I am an optimist by nature, and the opportunity to participate in this way, at this time, in this group was an honor and an extremely valuable learning experience. I have been amazed by the support that I have received, and that the WFC has received, from strong and optimistic women across the spectrum at Montana State. We have had institute leaders, Department Heads, Deans, the Provost and the President on our side at every turn, and it shows: this issue of Highlights has a lot to celebrate.

We look forward to continuing to grow our networking, programming and outreach capacities in the next year. If you have been part of building the WFC, stay with us as we expand to include non-tenure track female faculty members and strengthen our relationships with like-minded, leadership focused organizations and initiatives across campus. If you have been a naysayer, say nay no more! There is a place in the Women's Faculty Caucus for every female faculty member on this campus, with all of the unique talents, expertise, optimism, skepticism, ideals and concerns that you embody. Hell, you can bring your feminist male colleagues, too. Transforming culture is a team effort!

My sincerest thanks, again.

Sara



Welcome from Beth Burroughs, WFC Chair



Amy Shertzer Photography

Welcome to the 2011 issue of Highlights. We have a new look! Meta Newhouse, Assistant Professor of Graphic Design, has taken over as graphic designer of the magazine. We are grateful to our past designer, Chris Anderson (Assistant Professor of Photography at MSU and past member of the WFC Steering Committee), for designing the first two issues (in 2009 and 2010) of the WFC magazine.

This year I will serve as the chair of the Women's Faculty Caucus Steering Committee. My thanks go to past-chair Sara Rushing, as she continues to serve on the steering committee this year. Sara and I are joined by Graham Austin and Meta Newhouse to round out the four-person steering committee. We are very interested in expanding the steering committee to include a representative from each college. Think about whether you'd like to join us!

In writing this column, I have the opportunity to articulate why I am on the steering committee and what my vision for this organization is. I became active in the WFC because of my interest in participating in

I became active in the WFC because of my interest in participating in a community that supports women faculty.

a community that supports women faculty. An organization that recognizes that gender has an influence on faculty careers. And, an organization that

engages in open conversation about this influence. I invite you to take part in this conversation through the WFC activities we have scheduled this year, and please share this invitation to all WFC events with anyone who is interested in participating in an organization whose purpose is to serve the intellectual interests and welfare of women faculty on campus.

Best wishes for a productive year,

Beth

Recap of our first Cross-Disciplinary Research Discussion on "Ethics"

In an effort to foster professional, personal, and intellectual networking, the WFC inaugurated a new series of Cross-Disciplinary Research Discussions this year. Drawing on suggested topics generated through a survey of the membership, we chose "Ethics" as the subject of our first discussion. Fourteen women from eleven different departments (including Physics, History & Philosophy, Sociology, LRES, Engineering, Health and Human Development, Political Science, Nursing, Molecular Biology, the Library, and Business) met on May 4th to talk about the way ethics figures into their research program.

For some, ethics is their explicit subject of inquiry. For most, however, ethical questions come into play in how their broader research projects are conducted.

While these discussions are intended to be informal, and are not aimed at generating "action items" for follow-up (who wants to attend an informal discussion that results in homework, or research partnerships one is not sure about signing onto?), the potentials for collaboration were manifold. Participants also discussed the need for teaching ethics across the curriculum, so that the ethical dimensions and dilemmas attendant to various intellectual endeavors could be more clearly grasped at all levels of a person's academic career.

Stay tuned for more cross-disciplinary research discussions – next, we'll be focusing on research in education.

Update on the Family Advocate

Our thanks to Bethany Letiecq for the work she has done over the last two years in developing the position of the Parent Advocate. With the on-going support of the Provost and President, this position will continue to be funded. This year, however, we have renamed it the Family Advocate, to indicate that the position serves students, faculty and staff in navigating family care support needs arising at various stages of life, such as those attendant to the birth or adoption of a child, the care of sick dependents, as well as the care of ailing elders.

Sara Rushing will take over this fall as the Family Advocate. In addition to managing the Family Care Room in Hamilton Hall and serving as an information portal for the campus community, Sara will work this year to strengthen relationships with Deans and Department Heads and develop informational packets to support administrators and faculty and staff members working to create mutually beneficial accommodations in the face of anticipated or unanticipated major life transitions.

Upcoming WFC Events

Friday, November 18, 2011
12 noon

Brown Bag Lunch
Chemistry Conference Room
in the Chemistry & Biochemistry
Building.

Thursday, December 1, 2011
4:00 – 5:30

Fall Networking Event
Location and theme TBA. Save the date! Our "holiday mixer" is always a well-attended celebration of the WFC community and the end of the semester.

Friday, December 16, 2011
12:00 – 4:00

WFC Ski Day at Bridger Bowl
Celebrate the last day of the semester by skiing in the afternoon with your colleagues. Special savings apply. RSVP to Meta Newhouse, meta.newhouse@montana.edu

Tuesday, February 7, 2012
12:00 – 1:00

Spring Luncheon
Location: SUB. The spring luncheon gives us a chance to kick-off our spring semester.

Also – watch your email for announcements of regular brown bag lunches. We'll gather at the noon hour in conference rooms across campus throughout the academic year, holding informal conversations about whatever topics interest those in attendance.



VIRGINIA
VALIAN

Why So Slow?

A Campus Conversation About Gender in the Academy

Dr. Virginia Valian, Distinguished Professor of Psychology and Linguistics at Hunter College and the Graduate Center of the City University of New York (CUNY), and co-director of the Hunter College Gender Equity Project, spent a twelve-hour day at MSU on September 16 providing professional development for our campus community. Her research examines why so few women are at the top of their profession, whether the profession be science, law, medicine, college teaching, industry, or business.

Dr. Valian integrates research from psychology, sociology, economics, and neuropsychology. Her work is grounded in gender schema theory. Someone who is gender schematic has knowledge of what being male or female includes and a generalized readiness to encode, organize, and judge information and people according to norms of maleness and femaleness. Gender schemata are used like a filter to evaluate and assimilate new information. Such a schema involves sorting information, attributes, and behaviors into relatively rigid male and female categories. Sure, gender schematicity can be useful because it provides meaning, structure, and standards (e.g., which locker room should I use?). At the same time, gender schematicity is linked to negative evaluations of gender-incongruent behavior in others (e.g., a woman who acts cold or a man who cries) and can translate to gender stereotyping and prejudice. Often, these evaluations are subconscious, but affect all of us.

Dr. Valian's visit provided an excellent opportunity for MSU to begin a campus conversation about the (often subtle and unconscious) role of gender schemas and bias as obstacles to peoples' successes and advancement. This event was an important reminder for all of us that everyone benefits from diversity and equality, and it also can guide our perspective as we plan for the necessary changes MSU will make as the university enters a new era of leadership and opportunity.

Dr. Valian gave a public talk "Why So Slow? A Campus Conversation About Gender in the Academy." She also led various workshops and discussions throughout the day with a variety of faculty, administrators, staff and students to give voice to the need for change and the value of diversity.

For access to a video-recording of her public talk, visit <http://www.youtube.com/watch?v=3e-f01VA2AE>

Women's Faculty Caucus Distinguished Mentor Award

The Montana State University Women's Faculty Caucus is pleased to announce a call for nominations for the third annual WFC Distinguished Mentor Award. This award is intended to recognize extraordinary efforts in mentoring women faculty in the university, and particularly junior faculty members both prior to and beyond tenure. The award will be presented to an individual who has contributed substantially to the career development of one or more women faculty members.

2012 Call for Nominations

Deadline for nominations:
November 14, 2011

Purpose Successful mentoring is a crucial dimension of developing and retaining faculty members. Ongoing mentor relationships contribute to the happiness and success of female faculty members by helping them negotiate the promotion and tenure process and the path to full professor, by encouraging their research and teaching activities, and providing support and role models for healthy work-life integration. This award is a way of formally celebrating the commitment, particularly to mentoring junior women faculty members, that many, more senior women faculty members are already making as part of their informal service to the university.

What is a mentor? A mentor is a person who creates a supportive environment that fosters a mentee's realization of long- and short-term professional and life goals. A mentor helps facilitate access to institutional resources, helps a mentee develop a network of relationships that can contribute to her success, and guides successful navigation of the university system. Mentoring plays an important role not only in promoting the success of individual faculty members but also in fostering community among scholars at Montana State University.

Award & Eligibility This year we are excited to announce that the award will come with a \$1000 check and will be presented by the President and Provost at the Spring Convocation. Each year the honoree's name is added to a plaque that is prominently displayed outside the MSU President's Office. All faculty members who have dedicated time and energy to outstanding mentoring of women faculty members are eligible, and nominations may be made by any member of the Montana State University community.

Nominations Nomination letters should be no longer than two pages. Letters should include the full name and position of the nominee and the nominator, a detailed and specific description of the nominee's mentoring activities and skills, and an explanation of the difference this made in the nominator's life. Submissions can be made by email to the Women's Faculty Caucus Steering Committee via Sara Rushing at srushing@montana.edu, to be reviewed by the WFC Mentor Award Committee.



2011 Women's Faculty Caucus Distinguished Mentor Award

The 2011 WFC Distinguished Mentor is **Cathy Zabinski**, an Associate Professor in the department of Land Resources and Environmental Sciences. Cathy's research focuses on disturbed and undisturbed plant-soil systems, with an emphasis on mycorrhizal ecology. She was nominated for this award by Rebecca Bunn, who completed her Ph.D. in Cathy's lab in 2004.

Cathy's mentoring of Rebecca has spanned more than a decade. Over that time she been instrumental in helping Rebecca transition, first, from a career in engineering to graduate level study of mycorrhizal ecology; next, from the completion of her PhD to her decision to stay home and be the primary caretaker of three small children; and most recently, from that role to her new position as Assistant Professor in the department of Environmental Sciences at Western Washington University. As Rebecca's nomination letter puts it, through all of these changes Cathy was her "lifeline to the world of science." While Rebecca was off the official academic track, she and Cathy continued to collaborate on research, and Cathy kept Rebecca first author in a significant article that appeared recently in the journal *Ecology*. Rebecca nominated Cathy for the WFC Distinguished Mentor Award because she showed unflagging respect for Rebecca's personal choices while continuing to provide her with opportunities to be successful as a scientist.

In Rebecca's words, "In the world of academic science, Cathy stands out as a rare individual, one who possesses both a piercing intellect and a nurturing demeanor. Her sense of social responsibility and fearlessness of the unconventional has compelled her to engage and

support a wide variety of students. ... I imagine academic advisors are rarely delighted by those whispered words 'I'm pregnant'. There is likely some internal sighing, and most certainly the grim knowledge that this individual's productivity is about to plummet, their time and hearts sharply divided between work and babies. In the best scenario this will be a temporary inconvenience, but it may be the beginning of the end of their career. If those thoughts ever entered Cathy's mind, she was kind and wise enough to never let me know. Instead she was immediately and unconditionally supportive. She herself had given an important scientific talk with her infant son in a sling, stayed home with her babies for some time and eventually returned to science. She gave me confidence that I would manage this new aspect of my life with similar courage and practicality!" Congratulations, Cathy!

And congratulations to this year's other excellent nominees:



Linda Young is an Associate Professor of Political Science. An agricultural economist by training, her research focuses on international political economy and agricultural trade policy, and she completed a sabbatical in Latin America in 2010. Leah Schmalzbauer, Associate Professor of Sociology, nominated Linda for this award. In her nomination letter Leah writes, "Linda's mentorship is not scripted or formal. Although she is my senior in expertise and experience, she never condescends. She is a great listener, and her advice, which she offers only if asked, is always thoughtful and helpful. Whenever I am struggling with something professionally, whether a publication, tension with a colleague, or a troubled student, I knock on Linda's door. And no matter how much she has on her plate, which is A LOT, she is never too busy to talk. Never." She continues, "Linda has found a formula for contentment without giving up ambition. For me, having a mentor and friend who so gracefully and passionately occupies both realms, work and family, has been a wonderful gift."



Adele Pittendrigh has just retired as Associate Dean of Letters & Science. She will continue to be part of the campus community through her work directing the College of Letters & Science first year seminar. Adele

was nominated for the Mentor Award by Jessi Smith, Associate Professor of Psychology. Jessi writes, "Within weeks of my being hired at MSU Adele contacted me and invited me to lunch. Adele had known a number of women faculty in our department who had left under less than ideal circumstances, and she made it a priority to reach out to me. Following that lunch, Adele began working her magic on my behalf - magic I didn't even know I needed. For example, Adele introduced me to a professor in science education who shared similar research interests. That professor and I have gone on to receive an NSF grant together. She was instrumental in connecting me with the INBRE network on campus which has resulted in my getting more grant dollars, making new collaborations, and having a fruitful research path. She doesn't just offer a shoulder to cry on or a sounding board for ideas (although she does that too!). Adele is an advocate and takes action to help faculty succeed and flourish. It is for this reason that I nominate her for the WFC mentor award."



Suzanne Christopher is a Professor of Community Health, in the Department of Health and Human Development. Her main area of interest is in community-based participatory research in tribal settings, and she

has been the Director of the Center for Native Health Partnerships since 2007. Suzanne was nominated by Bethany Letiecq, Associate Professor of Health and Human Development. In her letter Bethany writes, "as I have moved through MSU's tenure process, Suzanne has supported my pedagogical development, read manuscripts and grant proposals even when I knew she did not have the time, and provided feedback in a constructive yet gentle way. Suzanne has played a significant role in my successes at MSU. In particular, she has mentored Native American students and provided significant opportunities for traditionally marginalized students to gain research experience, experience presenting at conferences, and the skills necessary to succeed in graduate school and/or the field of community health."



Women's Faculty Caucus 2010 Holiday Mixer ¡Fiesta!

Presenters' Statements

Linda Young (Political Science) shared her sabbatical adventures and research in Latin America. Linda met with groups of producers of trout, quinoa, textiles, passion fruit, rice and other crops in Bolivia, Peru and Ecuador. She was looking for data on the nature of their transactions with the world market, and was told stories both of success and failure, debt and neglect. A fascinating mix of organi-

zations is involved with a wide variety of market and social goals – it's economics with a human face!

For the last ten years, **Cathy Whitlock** (Earth Sciences) has been researching the climate history of Patagonia. Her work involves going to small lakes, building a floating platform, collecting sediment cores from the lake bottom, and (back at

MSU) analyzing the fossils in the mud to reconstruct past environmental conditions. She shared a few slides with us from her fieldwork adventures.

Frankie Jackson (Museum of the Rockies) is a paleontologist who studies extensive nesting horizons that yield eggs with embryonic bones and skin. She spoke about her work on titanosaur eggs in Argentina.



Union Leadership Introductions

Sandy Osborne, Tenure Track Faculty in Family and Consumer Sciences, and **Kari Cargill**, Non Tenure Track Faculty in Microbiology, were elected co-presidents of AFMSU (Associated Faculty of Montana State University) in April 2011.

In June they attended the WFC end of the year meeting to update the members on collaborative work in progress on mutual goals as well as the potential for further discussion.

Through collective bargaining faculty are legal equals with university administrators. Bargaining provides faculty the ability to collectively negotiate terms and conditions of their employment, such as compensation, health benefits, retirement benefits, teaching load, family and sick leave, office/lab space and equipment, and job security. Having a contract secures faculty rights so that they cannot be unilaterally changed by the administration and, if necessary, can be enforced by a neutral third party through binding arbitration. In addition, AFMSU and MEA-MFT advocate for faculty and higher education issues with the State Legislature and the Board of Regents.

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"Adopting my daughter from Guatemala," writes **Liz Shanahan** (Political Science), "was at times nail-biting, but in the end it is like every other birth...you forget the painful parts and just are happy to have your baby." Liz shared photos of her adoption time in Guatemala and her family's on-going community service work there.

Patricia Catoira (Modern Languages and Literature) shared stories about her March 2010 research trip to Cuba with a delegation of women from across the U.S., focusing on the status of women in post-Cold War Cuba.

MILESTONES

We're proud to highlight some of the accomplishments of members of the WFC community

Sabbaticals for AY 2011-12

Anne Christensen, *Business*

Susan Kollin, *English*

Mary Miles, *Health & Human Development*

Betsy Palmer, *Education*

Patricia Simpson, *Modern Languages & Literature*

Christiana Stoddard, *Ag Economics & Economics*

Sabbaticals for AY 2010-11

Frances Lefcort, *Cell Biology & Neuroscience*

Jennifer Luebeck, *Mathematical Sciences*

Janelle Zauha, *The Libraries*

Promotions from Associate to Full Professor

Mary Cloninger, *Chemistry & Biochemistry*

Valerie Copié, *Chemistry & Biochemistry*

Joyce Eckhoff, *Eastern Agricultural Research Ctr.*

Mary Anne Hansen, *The Libraries*

Michele Hardy, *Immunology & Infectious Diseases*

Promotions to Associate Professor with Tenure

Jioanna Carjuzaa, *Education*

Yoshi Colclough, *College of Nursing*

Mensur Dlakic, *Microbiology*

Regina Gee, *School of Art*

Kristen Intemann, *History and Philosophy*

Janna Kincheloe, *Extension Service*

Christa Merzdorf, *Cell Biology & Neuroscience*

Jiong Qiu, *Physics*

Kristin Ruppel, *Native American Studies*

Elizabeth Shanahan, *Political Science*

Christina Sieloff, *College of Nursing*

Donna Williams, *College of Nursing*

University Awards

Jill Davis, *adjunct instructor of English*, won the

2011 President's Excellence in Teaching Award

Florence Dunkel, *Plant Sciences and Plant Pathology*, and Lori Lawson, *Liberal Studies*, both received honorable mention for the 2011 President's Excellence in Teaching Award.

Kathleen Schachman, *professor of Nursing*, has received MSU's inaugural Excellence in Online Teaching Award

Leah Schmalzbauer, *professor of Sociology*, received the Betty Coffey Award

Lynda Sexson, *professor of Humanities*, won the Provost's Undergraduate Research/Creativity Mentoring Award

Christiana Stoddard, *associate professor in the Department of Agricultural Economics and Economics*, won the 2011 Cox Family Award for Creative Scholarship and Teaching

Cathy Zabinski, *associate professor in the Department of Land Resources and Environmental Science*, received the 2011 Women's Faculty Caucus Distinguished Mentor Award.

Faculty Development Awards for 2011-2012

Anne Christensen, *Business*

Lisa Davis, *Mathematical Sciences*

Tamela Eitle, *Sociology*

Regina Gee, *Art*

Ada Giusti, *Modern Languages & Literature*

Yikung Huang, *Electrical & Computer Engineering*

Mary Leonard, *Education*

Hua Li, *Modern Languages & Literature*

Fenqjen Luo, *Education*

Dorothy Mayer, *Nursing*

Doralyn Rossmann, *Library*

Sara Rushing, *Political Science*

Elizabeth Shanahan, *Political Science*

Jessi Smith, *Psychology*

Laura Stanley, *Mechanical & Industrial Engineering*

Wendy Stock, *Agricultural Economics*

2011 Excellence Awards

Sponsored by the MSU Alumni Association and the Bozeman Chamber of Commerce

Shannon Arnold, *Agricultural Education*

Elizabeth Burroughs, *Mathematical Sciences*

Mary Cloninger, *Chemistry & Biochemistry*

Sarah Codd, *Mechanical & Industrial Engineering*

Nancy Colton, *Health & Human Development*

Ann de Onis, *Education*

Rebecca Echeverri, *Nursing*

Elizabeth Kinion, *Nursing*

Lori Lawson, *Liberal Studies*

Carolyn Mack, *Nursing*

Kristin McGarity, *Music*

Sheila Nielsen-Preiss, *Health Sciences*

Sandra Osborne, *Health & Human Development*

Bonita Peterson, *Business*

Lynda Sexson, *Humanities*

Heidi Sherick, *Engineering*

Dawn Tarabochia, *Health & Human Development*

Other Awards, Honors, and Milestones

Christina Anderson, *Photography*, received an MSU Short Term Professional Development Leave Grant and traveled to Italy to attend Gruppo Namias' alternative process annual meeting in Venice. At the end of the meeting she was awarded a certificate of Honorary Membership "for her commitment to spreading the culture and practice of Alternative Photographic Techniques, always sharing her own achievements and personal findings in line with the institutional aims of Rodolfo Namias Group."

Glenna Burg and Sheila Matye, *College of Nursing*, passed the Certified Nurse Educator Exam.

Patricia Catoira, *Modern Languages & Literature*, and Linda Young, *Political Science*, represented MSU at the Higher Education Resource Services (HERS) Summer Leadership Institute.



Susan Dana has been appointed Interim Dean of the College of Business.

Tracy A. O. Dougher, *Plant Sciences and Plant Pathology*, won the North American Colleges and Teachers of Agriculture Teacher Fellow Award during the June 2011 NACTA Conference held at the University of Alberta, Edmonton. The Teacher Fellow Award recognizes, at the international level, faculty commitment to, and excellence in, college teaching and the scholarship of teaching and learning.

Susan Gibson, *Cell Biology & Neuroscience*, received a 2011 Letters and Science Outstanding Teaching Award.

Deborah Haynes, *Health & Human Development*, was recently elected as president-elect of the national professional organization the American Council on Consumer Interests. ACCI members conduct research in the consumer interest, and the organization publishes a highly ranked journal, The Journal of Consumer Affairs.

Gesine Janzen, *Art*, was awarded a College of Arts & Architecture Research and Creativity Block Grant entitled "Missouri River Print Series."

MILESTONES

Other Awards, Honors, and Milestones continued

Teresa Henry, *Adjunct Assistant Professor of Nursing*, received the Montana Nurses Association Political Nurse Leadership Award.

Laura Larson, *Assistant Professor of Nursing*, received the Robert Wood Johnson Nursing Faculty Scholar award.

Bethany Letiecq, *Health & Human Development*, received the College of Education, Health & Human Development Research Award.

Helen Melland, *College of Nursing*, is the project director of the recently funded Workforce Diversity Grant from HRSA. The grant provides support for the College to recruit, retain, and graduate American Indian nursing students.

Sue Monahan, *an associate professor in the Department of Sociology and Anthropology*, has been selected as the new Associate Dean for Program and Curricular Development in the College of Letters and Science.

Kristin Ruppel, *Native American Studies*, was selected as one of 20 "Wikipedia Teaching Fellows" from around the country this past spring. She recently returned from Wikipedia's first ever "Wikipedia in Higher Education Summit," held at Simmons College in Boston. Bonnie McCallum (Library Technician, Renne Library, MSU) worked with her as a volunteer "Wikipedia Campus Ambassador."

Sara Rushing, *Political Science*, won the Contemporary Political Theory journal's annual prize. Sara won the honor for her article, "Preparing for Politics: Judith Butler's Ethical Dispositions." She also received a 2011 Letters & Science Outstanding Teaching Award.

Patty Simpson, *Modern Languages & Literature*, received a grant from the German Historical Institute (GHI) in DC to conduct research in the Horner Memorial Library in Philadelphia. She also received a Fulbright-Hays grant to participate in a month-long summer seminar in Brazil to pursue a research project on European-South American immigration and to develop a curriculum that includes issues related to the economic and cultural history of Brazil.

Jessi L. Smith, *Psychology*, is the PI on a new National Institutes of Health, R01 grant titled "Culturally Connected Communal Goals: Latino and Native Americans in Biomedicine." Jessi also received this year's College of Letters & Science Meritorious Research and Creativity Award.



Did we miss something?
These are the awards that someone told us about. Keep us posted throughout the year as you hear about the accomplishments of WFC colleagues and we'll highlight them in our next issue!
Also, use this handy QR code to check out the WFC blog for all the latest programs and news, or visit msuwfc.blogspot.com

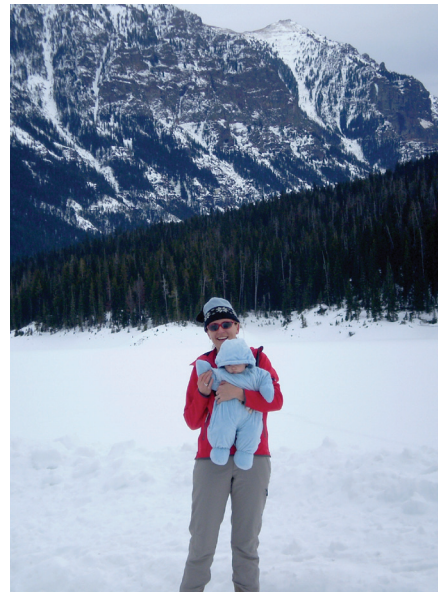
Note from Graham Austin, WFC Steering Committee

Hello colleagues – happy fall! I hope everyone is rejuvenated after a spectacular Montana summer, and is ready to embrace the upcoming academic year. As the newest member of the WFC Steering Committee – with my term starting in January 2011 – I'm really excited to be a part of this organization as it continues to mature into a vigorous and powerful voice on campus. As a junior faculty member with a 6-week-old baby, I was thrilled(!) but conflicted(!) when Sara, Beth, and Jessi asked me to join the Steering Committee last fall. However, having joined the WFC in my first semester at MSU, and having greatly benefitted from its efforts (especially during my maternity negotiations), I felt that I could hardly refuse such an opportunity; it's an honor and privilege to add this to the "service" section of my vitae.

During the short time it's been around, the WFC has earned a seat at the table with MSU's leadership, and with continued growth and responsibilities come increasing opportunities to impact how gender-based issues are discussed, and handled, at this university. We have the potential to foster conversations that can yield professional improvements for everyone on campus – men as well as women. I'm proud of what we've done so far, and am really looking forward to what we've got in store for the coming year... and beyond!

Our programming continues to evolve and improve, but I think the changes that I'm most excited about are increasing our membership to include our non-tenure track colleagues, and formally expanding leadership opportunities within the organization so that there are more voices, and more buy-in, involved in the decisions that we make. I know that you're all smart enough to recognize this as secret code that means, "We need your help!" but the fact is, WFC can only be as innovative and as influential as its members are. Strength in numbers, in networking, in mentoring, in programming, and in advocacy is what we're about, and I encourage all women faculty at MSU to use the WFC for professional advancement (and socializing! and lemonade!), and to consider contributing your time and talents so that your colleagues – across all of MSU's colleges and campuses – can benefit from what you have to offer.

Cheers,
Graham





Of the 108 universities nationwide classified by the Carnegie Foundation for the Advancement of Teaching as Very High Research Activity, only four have *both a female president and a female provost*. Montana State University is among those four!

Did we miss something? Keep us posted throughout the year as you hear about the accomplishments of WFC colleagues and we'll highlight them in our next issue!