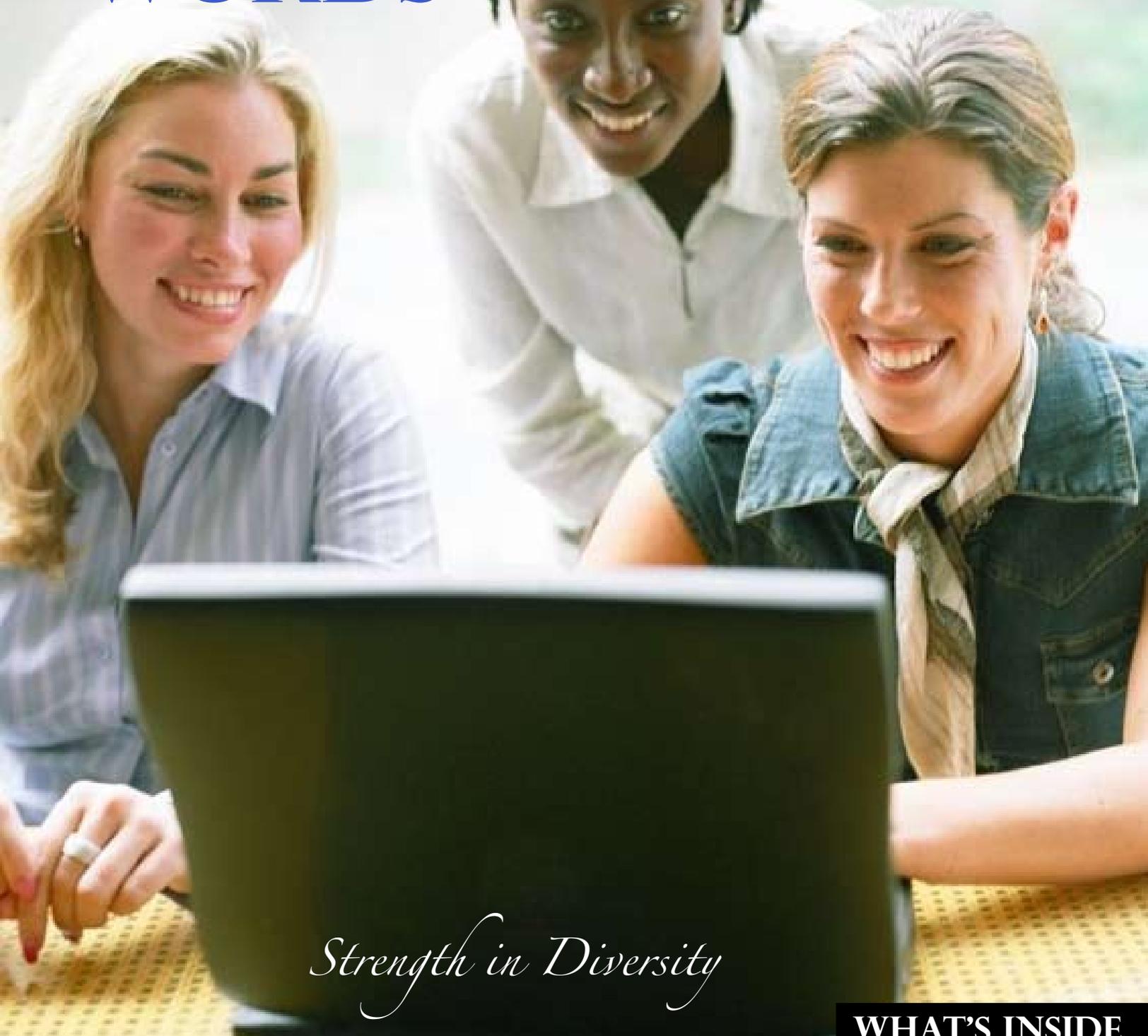


# Women's WORDS



*Strength in Diversity*

## WHAT'S INSIDE

**2**  
PAGE

CSW Announces  
New Blog

**5**  
PAGE

Midwinter Conference  
Call for Papers

**8**  
PAGE

Getting to Full  
Professor

# BUILDING SPACES AND PLACES FOR CONVERSATION

## CSW debuts new blog, calls for participation

**By Dustin Harp  
Chair**

As the final weeks of my semester fast approach, I'm finding it a little hard to believe that it was only a few months ago when we gathered in Chicago. Along with all the stimulating panels and research presentations, we had some great discussions about the future of the Commission.

Many of us expressed wanting to find ways to build our community though we weren't necessarily talking about doing this in a quantitative manner. We want to build spaces and places where members can talk and listening to one another. In other words, places where we can have informal conversations—somewhere to mentor, to share ideas, problems and solutions, to find research partners and announce our successes.

Through these conversations we came up with the idea to create a CSW blog. Not only can we post keep the community updated on CSW issues and events, but we can discuss gender and media issues, university life, issues about working as an academic, our research and teaching, etc. In other words, the same topics we discuss during the convention panels and business meeting and our during our hotel hallway conversations. But rather than once a year, we can talk all year long and form a deeper sense of community.

We're hoping this will be a web space you visit often and contribute to as well. We're envisioning this as something that will grow. Blogs, after all, are community driven.

That brings me to my next point: blogs are participatory. We need a team of bloggers to commit to posting. We hope to have a core team of blog-

gers who will post at least once a week. I've signed on for that duty along with our new reporter Spring-Serenity Duvall.

Please think about joining us on this venture and email me if you're interested. We need you to make this work. Plus, it'll be fun. And remember, in true blog style these would not need to be long, well-edited essays, just short posts about what's on our minds.

CSW members who aren't ready to commit to weekly posts can still join the conversation, posting and commenting when they are inspired. CSW officers will post information as it comes up.

We haven't determined rules and boundaries for the blog. I think there are two reasons for this. As I stated, blogs are community driven. We want the CSW community to help shape it, not a few members that happen to be officers this year. Also, we're not exactly sure how the blog will develop and what boundaries might be needed. We're going to kick it off and then watch closely. As a community we'll deal with issues as they arise.

That said, we could use a community leader in this area. So along with the blogging team, we would like a CSW member to take the lead on organizing and maintaining the blog. A sort of blogger-in-chief, if you will. If you're interested, please email me.

**Check out our new blog:  
<http://aejmc-csw.blogspot.com/>**



Dustin Harp, Chair



# CSW MEMBERS BOOK NEWS

## Hamilton wins book of the year award

Dr. Mary A. Hamilton, retired associate professor of journalism, St. Bonaventure University, received the "Book of the Year Award" from the American Journalism Historians Association on October 4 at its national convention in Seattle. Her biography-- "Rising from the Wilderness: J. W. Gitt and His Legendary Newspaper, The Gazette and Daily of York, Pa."--was published in 2007 by York County Heritage Trust (see "Women's Words," Spring/Summer 2007, pg. 4).

It examines the life and times of the independent publisher who gave voice to the Progressive Party of 1948, opposed McCarthyism by printing black-listed writers' articles, criticized U.S. foreign policy on Vietnam and supported the civil rights movement. To order, phone the publisher at 717-848-1587 or online at [www.yorkheritage.org](http://www.yorkheritage.org) (\$29.95 + shipping).



Photo courtesy of Zena Beth McGlashan Julie Williams (left) new AJHA president, Samford University, and Mary A. Hamilton (right), St. Bonaventure University (retired).

## Weldon's fourth book nears completion



Photo courtesy of [www.micheleweldon.com](http://www.micheleweldon.com).

Michele Weldon, Assistant Professor at Northwestern University Medill School of Journalism, is close to finishing her fourth book, "One Arm Raised," a creative nonfiction memoir about raising three wrestler sons, as well as her recovery from cancer. The memoir will have a multimedia element with video, slideshows and audio in addition to the text.

Weldon is also very pleased to have just signed with a new agent, Doris Michaels, in New York. For more information on Weldon's writing and other projects, visit her websites at [www.micheleweldon.com](http://www.micheleweldon.com) and [www.everymannews.com](http://www.everymannews.com)

## Editor's Note:

**This marks my first time editing and designing Women's WORDS. I've already enjoyed meeting new people via email as they sent in contributions. It is my hope that you will find this issue informative and interesting, but more importantly that it sparks conversation on our new blog. I've added most of the items appearing in this newsletter to the blog, where they are open for discussion. I look forward to new topics being suggested and added as we build our online community. Many thanks to contributors, who made this issue of Women's WORDS possible. I hope to meet you all in the blogosphere soon!**



Spring-Serenity Duvall  
Indiana University

# AEJMC ANNUAL MEETING PROGRAM UPDATE

**By Jennifer Rauch**  
**CSW Vice Chair/Program Chair**

The Commission on the Status of Women will be working at the mid-winter meeting next month to assemble a program of diverse, stimulating panel sessions for AEJMC's 2009 national conference in Boston. More than a dozen CSW members have submitted proposals on an impressive array of topics. As usual, the program will include sessions focused on teaching, on research, and on professional freedom and responsibility.



Jennifer Rauch  
Vice Chair

Some panel themes currently under consideration are: the challenge of isolating gender in media research, creative techniques for teaching gender in journalism classes, the place of gender in global media studies, forging interdisciplinary partnerships in the academy, the status of female anchors in TV news, coverage of women in the presidential campaign, bringing feminism into the journalism curriculum, organizations that empower women journalists, and how to make classrooms and internships more inclusive.

In December, CSW officers will meet in Louisville, Ky., with representatives of other AEJMC divisions and interests groups to plan the program and discuss co-sponsorship opportunities. Since time and attention are scarce resources during the conference, joint sessions make the best sense. Thus, panel ideas with cross-disciplinary appeal generally have the best chance of getting scheduled.

Program planning is a somewhat daunting process to those (like myself) who haven't participated in it before. Timeslots for sessions are allocated through an event known as the "chip auction." CSW has programming rights for around a dozen panel sessions next year, which we aim to take full advantage of. Keep an eye on the next issue of Women's Words to get details about CSW's program for the August 2009 conference.

*Blog it!*

**This item appears on the new CSW blog.**

**Visit [aejmc-csw.blogspot.com](http://aejmc-csw.blogspot.com) to offer comments or discuss panel sessions.**

# CSW ISSUES CALL FOR MIDWINTER CONFERENCE PAPERS, PANELS

**For the first time, the Commission on the Status of Women will participate in AEJMC's midwinter conference, which will be held March 6 – 8 at the University of Oklahoma in Norman. The midwinter conference is a perfect chance for graduate students and scholars with works in progress to gain feedback on their research.**

## **2009 AEJMC MIDWINTER CONFERENCE CALL FOR PAPER ABSTRACTS AND PANEL PROPOSALS**

**March 6-8, 2009  
Gaylord College of Journalism and Mass Communication**

The Commission on the Status of Women (CSW) invites scholars to submit abstracts and proposals for the 2009 AEJMC Midwinter Conference. The conference will take place March 6-8 in Norman.

The annual Midwinter Conference traditionally follows an informal structure, allowing for presentations and extended discussions in a relaxed setting. It is a popular venue for graduate students. Papers presented at this conference are eligible for presentation at the national AEJMC convention.

**Paper submissions:** Authors should submit research paper proposals consisting of a 300- to 500-word abstract to CSW. Do not submit full papers. The abstracts should give a clear sense of the scope of the research and the method of inquiry used. Conclusions should be highlighted for works that have been completed by the submission deadline. Do not send full research papers for consideration. Abstracts and proposals will be blind-peer reviewed by CSW members.

Authors of proposals accepted for presentation at the conference must submit complete research papers, not exceeding 30 pages, to their discussant two weeks prior to the conference. Authors whose papers are accepted are encouraged to use feedback from reviewers at this conference as they improve and finalize works in progress for submission to the national conference.

**Panel submissions:** Panel organizers should submit proposals to CSW, indicating the panel title, a description of the session's focus, the issues to be discussed, and a

list of panelists (potential and confirmed), including affiliation.

**Format:** Identify the paper's author(s) or panel's organizer(s) on the title page only and include the mailing address, telephone number and e-mail address of the person to whom inquiries should be addressed. The title should appear on the first page of the text and on running heads on each page of text. Please ensure that you remove any identifying information from your document (with the exception of the title page).



Barbara Barnett,  
Midwinter Chair

**Deadline:** All abstracts and panel proposals must be e-mailed to Barbara Barnett, CSW midwinter paper chair, at: [barnettb@ku.edu](mailto:barnettb@ku.edu). The deadline for submissions is December 5, 2008. Send your abstract or proposal as a Word or RTF attachment with the subject line "CSW proposal submission." Please include an e-mail address so that we can notify you by January 10, 2009.

**Questions about the submission process may be directed to Barbara Barnett at 785-864-7659.**

**Registration:** Details on conference registration, hotel accommodation, and travel information will be available soon at <http://www.ou.edu/gaylord>. General questions about the conference can be sent to Elanie Steyn, Ph.D., assistant professor, Gaylord College of Journalism and Mass Communication, University of Oklahoma. Telephone: 405-325-8219 or e-mail [elanie@ou.edu](mailto:elanie@ou.edu).

## Commission on the Status of Women, AEJMC

**BUSINESS MINUTES**

August, 2008

**I. Meeting Called to Order**

1. Cory Armstrong called the meeting to order. The 2007 minutes were approved as published in the newsletter and on the website.

*Members in attendance:*

Cory Armstrong, Barbara Barnett, John & Teresa Bodle, Carolyn Byerly, Mackenzie Cato, Nancy Cornwell, Spring-Serenity Duvall, Tracy Everbach, Margaretha Geertsema, Kim Golombisky, Dustin Harp, Stacey Hust, Jaya Joshi, Peggy Kreshel, Jacqueline Lambiase, Ming Lei, Kristin Lieb, Terry Lueck, Lana Rakow, Jennifer Rauch, Leslie Steeves, Natalie Tindall, Jennifer Vardeman, Danna Walker, Von Whitmore, and Brenda Wrigley.

**II. Officer Reports***Co-chair report (Cory Armstrong)*

1) Financial balances were reported. \$2,077.93 remains in the general fund, along with \$25,886.75 in the interest-bearing MAYS account, \$7,203.62 in the interest-bearing Allen account, and \$6,284.30 in the Gardner account.

2) Cory reminded members that we raised dues at the 2007 AEJMC members meeting. Some of the earnings from our increased dues went to sponsor the cash rewards for our top two student papers and our networking breakfast. Still, the networking event is costly, and Cory mentioned that in the future we will need to have members pay a portion of the networking event.

It was acknowledged that some AEJMC divisions offer breakfast to their members for a minor fee.

3) Brenda announced the networking breakfast that was held on Friday, August 8, 2008. She also reported that she would be writing the strategic plan for CSW, essentially an industry white paper, and she asked whether members would be willing to provide feedback.

*Program chair report (Dustin Harp)*

1) Dustin reported that scheduling a paper for a poster session does not signify that the paper is of lower quality. Instead, papers are often chosen for a poster session because they can be readily displayed in a visual format. Cory and Dustin mentioned that some divisions have considered providing a cash award for those posters that are best designed. There was no consensus among CSW members about whether the Commission wanted to pursue this. Members should talk with Cory and Dustin if they would like to see an award given for the best-designed poster.

2) A member mentioned that she did not believe the high-density sessions were a particularly effective venue for presenting research. Von responded that AEJMC needed to identify alternative ways to schedule research paper presentations given the high volume of research presentations at the conference. A few members mentioned that the high-density session was a nice way



**Minutes prepared by  
Stacey Hust, Research Chair**

to explain their papers to others.

3) Dustin discussed the St. Louis chip auction. At the 2008 AEJMC conference, CSW had a mini plenary program, a scholar-to-scholar session, eight panels (including co-sponsored panels) and four research sessions.

**Awards:** Cory announced the 2008 CSW award winners. CSW awarded Margaretha Geertsema the Mary Ann Yodelis Smith award; Jennifer Vardeman, the Mary Gardner award; Carol Rivers, the Donna Allen award, and Esther Thorson, the Outstanding Woman in Journalism Award. A member also announced that Maureen Beasley received the 2008 AEJMC Elenor Blum award.

*Research chair report (Jennifer Rauch)*

1) Jennifer said that we had just enough reviewers to review the manuscript submissions to CSW.

2) A number of AEJMC divisions reported that many submitters left identifying information (e.g. names, affiliation) on their manuscripts. Some divisions are rejecting papers that include identifying information. Jennifer said that this was not a problem for the Commission as very few individuals submitted papers that included identifying information.

3) Jennifer said that at the 2008 AEJMC Conference CSW had four referred research sessions and one scholar-to scholar session.

4) She reported that there were 41 papers submitted to CSW and 23 papers were accepted, for a 56% acceptance rate.

5) Jennifer announced that a short survey had been distributed on the CSW listserv. She also handed out copies of the survey at the meeting. This information will be used to guide the officers in the future plans for CSW.

**Top Paper and Student Awards:** Jennifer distributed the awards for the top faculty and student papers for CSW. The top faculty paper went to Jennifer Vardeman and Natalie Tindall for "If it's a woman's issue, I pay attention to it': Identity in the Heart Truth campaign." The second place top faculty paper went to John Bodle, Larry Burriss, Shana Hamaker and Jaya Joshi, for "Gender and Journal Scholarship in Mass Communication: How Well are Women Doing? A 20-year Content Analysis."

The top student paper went to Spring-Serenity Duvall for "Perfect Little Feminists? Young Girls Interpret Gender, Violence, and Friendship in the Powerpuff Girls." The second place student paper went to Mackenzie Cato for "Bad Girls, Re-

lational Warfare, and Reality TV: A Narrative Analysis of The Bad Girls Club." All top four papers received had their conference fees waived, the top student paper received \$100 and the second top student paper received \$50.

### **Recorder report (Stacey Hust)**

1) Stacey reported that there are currently 183 members who have joined the listserv. She mentioned that the listserv has primarily been used for CSW and member announcements, and suggested that members discuss whether they want to use the listserv for conversations, job announcements, and research requests.

### **III. New Business**

#### *Proposed Changes to the Bylaws*

1) Cory brought forward the proposed bylaw changes that were distributed to members both in the Summer 2008 newsletter and via the listserv. A member moved to discuss the bylaw changes and Stacey Hust seconded the movement. The proposed changes included: (1) combining the two co-chair positions into one chair position; (2) The new chair position would be filled by the person who served as Vice/Program Chair the preceding year; (3) The Vice/Program chair would coordinate the CSW Awards; and (4) the position of Midwinter Chair would be created and responsible for all programming at the AEJMC Midwinter Conference.

2) A number of members objected to combining the two chair positions because the second chair position is intended to fill an advocacy role for women in AEJMC. The members perceived that combining the positions eliminates the task of advocacy from the officer duties. It was suggested that one of the co-chair positions be changed into a "chair

of advocacy." It was also suggested that advocacy could become a part of each officer's duties. Overall, members could not gain consensus about the combination of both chair positions. A member moved to table the discussion about the bylaw changes and it was seconded. Eight members voted to table the discussion, 1 member voted against the motion, and 1 member abstained.

3) Members agreed to create a one-year ad hoc position titled "Mid-Winter chair" so that CSW could become more active in the AEJMC Midwinter Conference. Barbara Barnett was nominated to serve in the position for this year, and the members approved this nomination.

#### **Election of New Officers**

1) Tracy Everbach was added the officer slate as incoming recorder and Spring-Serenity Duvall was added as the incoming newsletter editor.

2) Cory called for nominations to other positions but none were offered. Von moved to accept the officer slate as proposed and it was seconded. The motion was approved.

2) The 2008-2009 CSW Officers are as follows: Co-chair Cory Armstrong, Co-chair Dustin Harp, Program Chair Jennifer Rauch, Research/Paper Chair Stacey Hust, Recorder Tracy Everbach and Newsletter Editor Spring-Serenity Duvall.



# GETTING TO FULL PROFESSOR

## Wisdom from Senior Women Scholars: Two Perspectives

At the 2008 AEJMC Convention in Chicago, CSW and MAC (Minorities and Communication Division) co-sponsored "Wisdom from Senior Women Scholars: Getting to Full Professor," a panel that featured women who achieved the rank of full professor in recent years. The panelists, Therese Lueck (University of Akron), Mary Beth Oliver (Penn State), Linda Steiner (Rutgers), and Julie Andsager (Iowa) offered their experiences and advice to a standing-room only audience.

To give context to the panel, consider the 2006 American Association of University Professors report titled, "Faculty Gender Equity Indicators" (<http://www.aaup.org/AAUP/pubsres/research/geneq2006>). Regarding gender parity in salary, in the academic year 2005-06 the average salary for women faculty was 81% of the amount earned by men across all ranks and institutions. The report's authors attribute this difference to two reasons: (1) women are more likely to hold positions at institutions that pay lower salaries, and (2) women are less likely to hold senior faculty rank. For example, at doctoral universities, women make up a fourth of the tenured faculty.



Full professors Julie Andsager, Linda Steiner, Therese Lueck, and Mary Beth Oliver at the panel on wisdom from women scholars, Chicago, 2008.

Regarding the most senior of senior faculty, among full professors at all institutions nationwide, 76% of them were men. At doctoral universities, 81% of full professors were men.

While more women are in full-time faculty positions today than just 30 years ago, as we look at the promotion ladder, we see women basically falling off: gender parity decreases drastically when we consider the rank of full professor, an achievement that requires an even more substantial record than that for tenure and promotion to associate.

Panelists in Chicago shared their own stories of success in the academic world to give us, both women and men, direction and advice on how, once tenure is earned, to move to the next step which serves as one measure of women's progress not only in higher education, but in our society in general. Therese Lueck and Mary Beth Oliver share their comments from the panel [Note: Oliver's comments will appear in the Spring 2009 issue of Women's WORDS.]

*Blog it!*

Discuss this piece and comment on Therese Lueck's article (below) on the CSW blog.

Part two of this series, Mary Beth Oliver's comments, will appear in the Spring 2009 Women's WORDS and on the CSW blog.

# ADVICE FOR BECOMING FULL PROFESSOR

**By Therese Lueck**

*Professor Therese Lueck earned her Ph.D. from Bowling Green State University in 1989. She joined the faculty at the University of Akron that year, was promoted to associate professor there in 1994, and to full professor in 2000.*

There are basics that you learned from your earlier tenure and promotion and decisions that are still good ideas for effectively scaling the ranks to professor: Let me do a quick review of some of these important concepts that I'm sure my colleagues will address in more depth: (1) find a mentor – someone who has experience in the system—and seek advice; (2) know the rules—particularly proper procedure; (3) be ready to play hardball; (4) document everything: Keep a log of the process and a file of all the letters and memos. These basics are still essential.

But let me also note: Promotion to Professor is not the same as your earlier promotion.

By now, you know the system, and your university knows you—whether you're at the same institution at which you received promotion to associate professor, or you've transferred to remove yourself from another school's prejudices.

As feminists, you're probably still ruffling feathers, and this is the last chance colleagues, upper administration or middle management has to get rid of you. That may not be possible formally – after all, you have job security through your tenure – but it may turn into a last ditch attempt to thwart your feminist best.

Today's discussion continues a conversation that Linda Steiner and I pursued a few years ago. When Kitty Endres was editor of the Commission on the Status of Women's newsletter, she put out an issue on grievances that women educators had with their institutions. She asked Linda and me to do an article on our promotion experiences. So, Linda and I emailed each other on the subject, and our back-and-forth conversation became the newsletter article.

Thinking back technologically, that was generations ago with regard to computers, the Internet and email, and technology has progressed light-

years since then. But, unfortunately, problems for women, particularly feminists, persist in the halls of higher education.

In rereading that 2002 article—which I can make available to you at the end of this panel—I decided I wanted to revisit a specific remark I made. During that discussion, Linda asked whether I had found a hero, someone who stepped into the madness and applied logic in a tongue that the institution would understand.

I said “No, I hadn't,” which was true. No one person swooped in and righted the situation, but, thinking back, there were a number of people who performed acts of personal bravery, solely for my benefit.

Some of these people I consciously relied on: Kitty Endres was my mentor throughout the process, and Maurine Beasley assessed my research—as she has for so many of us. These were senior women from whom I actively sought advice, and they allowed me to rely on them.

I also think of other people who gave me good advice: the woman who was the first head of women's studies at my university told me that going up “early” could provide the necessary documentation to make the “on-schedule” bid successful, my husband, a former Teamsters union steward, grounded me with, “It's only a promotion. If you're denied, you're not going to lose your job.”

There are three others whose roles I'd like to discuss today because they appeared unbidden during the promotion process or they were there when I had to reach out in unanticipated directions in the mid-process turmoil.

With the first whiff of controversy, the senior faculty member who was heading my committee excused himself. Another colleague, who had recently returned to our faculty after having served in upper administration, took over the duties as head of my promotion committee. He's someone I admire as an educator and a professional, and I respect his judgment—I've seen him not support candidates whose research record he didn't feel was substantive.

He argued for my teaching and research and

## ADVICE, CONTINUED.

for success, even though the administration didn't demonstrate a willingness to accept his reading of it. For example, my colleague argued that encyclopedia entries about women and media expanded under-researched areas of scholarship and made research-based findings available to new and wider audiences. My dean dismissed such chapters, actually calling them "morsels." My colleague's reading established a strong counter-argument to such arrogance—on the record.

I did go up "early," and when I was denied promotion that first time, I took my case forward to the college appeals committee. The woman who headed that committee did me a tremendous service. She had her group do a thorough review of the process and my credentials. The committee circulated its findings, which did not directly contradict the dean's denial, since we didn't have a union contract on which to base such blatant opposition.

Instead, the committee provided a detailed memorandum of the steps I needed to accomplish in order to be successful in a future bid for promotion to professor. I used this "to do" list as my template, completing it over the next two years, not realizing that adherence to this written agreement would provide perhaps the most effective argument for my eventual success.

When my second bid took an unanticipated hairpin turn into the gutter, I sought informal legal advice from a professor at another university. Distinguishing content from process, he made me aware that the state is hesitant to get involved in university affairs, unless there's a provable procedural violation. So, I became a careful observer of the process, and my correspondence with the administration demonstrated my watchfulness over procedure as well as my willingness to go forward outside the university system, if necessary.

I didn't write the provost that I would sue, but, with the guidance from this off-campus colleague as well as my mentor, I kept a close eye on the procedure and demonstrated persistence in following the process through. I did not withdraw my bid, as the dean encouraged me to do at every juncture.

These dogged practices seemed to put the provost on notice: I just might go outside, in other

words, sue the university, and the administration just might not have dotted all its "i's." After all, I had done everything I was asked to do in the documentation from my "early" bid. In the end, the possibility of my going outside the university turned out to be a chance that the provost didn't want to take.

Winding down from the ordeal, I took my off-campus colleague out for a meal, and, for dessert, I was able to provide him with what he termed the "most bizarre" memo he'd ever seen: The final, brief memorandum from the provost stated that while he heartily agreed with the dean that I certainly did not deserve promotion to professor, he was going to grant it anyway.

Did I happen to mention that this particular year, for no discernable reason, the salary bump for those achieving promotion to professor was three times what it normally is?

At the risk of wrapping this discussion in an adversarial frame, I wanted to show that, with help, obstacles can be overcome in the bid for promotion to professor. Yes, it's essential that you seek advice, solicit mentoring, and get your ducks in order. But during the process, when you may be receiving mixed messages from a variety of sources, be open to the fact that you may very well encounter "heroes"—those who have experience and knowledge and who are brave enough to take your on your cause.

These people may be feminists; they may not. How do you recognize them? They demonstrate a respect for you and your work through their willingness to make visible a path through the maze of the institution.

During the promotion process you have to trust someone – or in my case a number of someones -- because after a point, it's out of your hands. It's hard to ask you to trust someone you didn't anticipate having to rely on, particularly if the process has turned hostile. But being ready to take advantage of what these "heroes" offer you may be the key to your success in achieving promotion to professor.

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