

Recommendation to Create a new SWS Standing Committee named *Committee on Academic Justice*

Revised 1/31/08

Mission:

This Committee will collect data on the issues facing women in higher education, coordinate and communicate with other organizations addressing these issues, and organize information on best practices for creating a just academy in formats that will be useful for our members and for the organization as a whole as we work with others to transform the structure and culture of the academy to make it one of justice for all.

Agenda:

1. We will collect and share information on academic policies and practices regarding recognized gender issues in the academy, such as university policies on sexual harassment, domestic partnership, parental leave, the tenure clock, part-time tenure tracks, and hostile work environments.
2. We will work to uncover other issues important to members, initiate or promote research on the problems and potential solutions, and report on findings.
3. We will do liaison work with other organizations addressing gender and women in higher education (including American Association of University Professors' Committee on the Status of Women; American Association of Colleges and Universities' on Campus with Women project; Women in Higher Education; and the National Women's Studies Association).
4. We will coordinate our activity as appropriate with other SWS committees, including Social Action, Career Development, Discrimination, and Publications.

Structure:

The Chair of the Committee will be elected and the remaining members will be volunteers.

Mission and Charge of the Taskforce on the Transformation of the Academy:

1. Create a pamphlet that provides information on how demographic characteristics of the teacher and/or subject matter may affect student evaluations.
2. Create a ranking system for feminist-friendly graduate departments and update/publish rankings on a regular basis.
3. Create a pamphlet to provide information for junior faculty who find themselves in hostile environments.
4. Advice/guidelines for Faculty Seeking a Gender- and Family-Friendly Academic Environment and University, begun by Beth Rushing and Kathy Feltey.

Proposed Additions to Original Mission

5. Identify other issues women face in the academy, collect information about best practices for addressing these, and share this information with our members.
6. Cooperate with other organizations working to create a more just academy.