

**Diversity and Inclusion**  
**Women in Academia Support Group**  
**Annual Report 2020-2021**  
**Submitted April 20, 2021**

The Women in Academia Support Group was initiated in September 2020 by Provost Shelton, and the Chair is Erin Rider [Associate Professor, Sociology, School of Human Services and Social Sciences].

The first task was to create the committee, and efforts were made to identify faculty and staff representatives from schools and key departments, emphasizing diverse representation. The members include:

- **Arlinda Wormely**, Assistant Professor, Nursing, School of Health Professions and Wellness
- **Sara Cusimano Miles**, Associate Professor, Photography, School of Arts and Humanities
- **Sarah Donley**, Associate Professor, Sociology, School of Human Services and Social Sciences
- **Kimberly Warfield**, Assistant Professor, Instructional Leadership, School of Education
- **Cynthia Jensen**, Instructor, MCIS, School of Science [replacement needed after April 2021]
- **Audrey Simmons**, Residence Life Coordinator
- **Breann Murphy**, School of Business and Industry
- **Noelle Stovall**, Associate Director, Undergraduate Admissions & Recruitment
- **Mary Reagan**, Coordinator, Summer Bridge Placement, Learning Services
- **Brooke Lyon**, Director II, University Housing

**Support Group Accomplishments** (based on monthly meetings and programming events):

- Developed a needs assessment to better identify areas of concern and interest
- Communication to women employees by email and the campus events calendar
- Needs Assessment Survey sent to 275 Female Faculty, 409 Female Staff; received 142 responses.
- Survey results revealed the following:
  - Top 4 areas of interest for programming: opportunities for promotion and upward career mobility at JSU; professional development; salary concerns, and mentorship
  - Preference was shown for lunch n’ learns and small group talks
  - 80% of respondents indicated likelihood to participate in activities
  - 31 respondents offered to help develop programming
- The committee determined that programming would begin with mentorship
- **Mentorship Programming Developments**
  - The committee identified a monthly programming schedule
  - March meeting- focused on the theme of Women’s History Month, “A Toast to Women” and we created small group discussions on the following

questions: Woman who served as a positive role model in your life? Discussion about the current status of women in society? What are you most concerned about with women in academia?

- a. April Meeting: focused on the theme of JSU Women Connect to support networking. Small breakout sessions by employee type focused on the following questions: Do you ever get impostor syndrome? How do you cope with it? How do you manage work/life balance? Share a strategy that you have to positively adjust to the pandemic? What do you do for selfcare? Homework activity is for the groups to meet before next meeting to engage in a selfcare support activity
  - May Meeting: Plan to continue with networking
  - Programming on Networking will continue to offer meetings focusing on: an educational component, small group discussion, and selfcare group activity. We will be reaching out to employees to encourage leading the educational and selfcare activities
- **Future Plans:**
  - The committee will plan to offer other programming in addition to the mentorship/networking focus. We will provide opportunities for employees to guide the programming topics to continue to meet their needs and interests.
  - **Request for the D&I Committee:**
    - Due to the other areas of concern indicated in the survey: salary, promotion and career mobility, and professional development, we would like the committee to create a plan of action to provide information and guidance on these issues. We recommend a salary comparison study to evaluate gender disparities by employee type and rank.