Jane Volk-Brew to Retire on January 31
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Best Wishes to Nancy Winningham

Jane Volk-Brew to Retire on January 31

After twenty-six years of distinguished service to Stanford University, Jane Volk-Brew has decided to retire on January 31. In recognition of her achievements, Jane has been granted emerita status, an honor that is proposed to and approved by the President of the University.

Jane began her Stanford career in 1987 as a Legal Assistant in the Office of the General Counsel. In 1994, she joined the Provost’s Office rising from Staff Associate to Assistant Provost to Associate Provost in the Faculty Affairs Group. Through her tenure in these roles, she gained an extremely wide and deep knowledge of the intricate policies that govern actions occurring throughout a faculty member’s professional career, beginning with appointment, ending with retirement and encompassing everything in between. Jane also gained an encyclopedic knowledge of the actual processes that underlie each of these policies. Complementing this background was a wealth of experience in data collection, maintenance and reporting.

In 2006, the Office of Academic Affairs successfully recruited Jane to join its team where her considerable talent and expertise, both in policy promulgation and systems development, have been extraordinary assets to the School. Under her leadership, the on-line, web-based FAST/FAC system has transformed the way in which faculty appointments and promotions are done in the School of Medicine. A multitude of other contributions, ranging from management of the Clinician Educator Line to participation in University-wide systems projects, have likewise been exemplary.

On behalf of everyone who has benefited from her stellar work and wise counsel, we express our collective gratitude and extend our very best wishes to Jane as she moves into this exciting new chapter of her life. She will be missed very much by her colleagues in the Office of Academic Affairs and throughout the School and other parts of the University.
Discussions are under way with respect to coverage of Jane’s responsibilities going forward. The February Communique will include information about this.

**Named Comparison Peer Process for Tenure Conferral**

Long form actions for conferral of Tenure (new appointment, reappointment, or promotion to Tenure) in the School of Medicine require the external referee solicitation letter to specify five named comparison peers.

In preparing the lists of proposed referees and comparison peers (i.e., the “referee grid”), the faculty member(s) overseeing the long form assembly should consider carefully that conferral of tenure at Stanford requires distinction across a broadly defined, large, thriving investigative field (as opposed to a niche area). The referee and peer sets should be of sufficient scope to allow this determination.

A lack of familiarity with this concept can result in significant errors in the selection of referees and/or comparison peers. Such errors have potential to undercut the validity of the referee solicitation, causing significant problems and/or delays during the review process.

When submitting proposed referees/comparison peers for Tenure conferral, OAA now asks the department to explicitly state the name of the broadly defined comparison field and (briefly) descriptively affirm its breadth - for example, are there large numbers of researchers (hundreds?) working in this area nationally and internationally? Do the faculties of our top peer institutions typically include tenure line representation in this area? Has this area been identified as a funding priority by the NIH? Other context? For actions in process in FastFac, please use the comments box in the referee grid area to add a sentence or two about this. If using the "Word document" grid template to submit preliminary lists prior to action launch in FastFac, please note that a space will be added to the Word template for this purpose.

Any questions should be directed to Craig Spencer.

**ODL Sponsors Talk on Gender Stereotyping and Subtle Bias in Academic Science**

The Office of Diversity and Leadership and Stanford WISE Ventures will host a talk by Dr. Corinne Moss-Racusin of Skidmore College, who is the author of a much talked about study in PNAS on gender bias in recruitment practices in academic science. The talk will be held on Wednesday, January 15, from 2:00 to 3:00 p.m. in the Clark Center Auditorium.

This event will be of interest to anyone involved in recruiting students, fellows or faculty members.
Best Wishes to Nancy Winningham

We send all best wishes to Nancy Winningham of Faculty Compensation who is retiring. Thanks, Nancy, for your 25 years of distinguished service!