



*Women's Studies
Program
College of
Liberal Arts*

June 18, 2011

Dear Tenure Committee:

I am delighted to write a letter on behalf of Dr. Martine Ceberio. I co-chair the Mama PhD group at UTEP, and Dr. Ceberio is a member of that group as well. Like many of the members, she attends our meetings on a regular basis and participates in our on-going discussions about family-friendly policies on campus. However, she does much more than attend and participate in the Mama PhD group. Dr. Ceberio leads the Women's Advisory Council and she initiated a meeting with me to discuss the mandates of each group, and to find ways for the two groups to collaborate yet not duplicate each other's work. In addition, I serve on the Women's Resource Center Advisory Board, and Dr. Ceberio agreed to meet with that group, as well, in order to share resources and determine future goals and activities.

In her capacity as chair of the WAC, as well as her outreach to the WRC board and the Mama PhD group, Dr. Ceberio demonstrates not only her commitment to helping UTEP become a family-friendly campus for faculty, staff, and students, but also her ability to forge coalitions and avoid duplicating efforts around campus. She is collaborative, insightful, and tireless in this capacity.

Furthermore, Dr. Ceberio has also pointed the Mama PhD group toward important new studies on implementing family-friendly policies at the university; she and I read two books together on this topic and brought them to the attention of the Mama PhD group. The group then read excerpts from those studies and outlined potential policies for UTEP to adopt with various college deans, representatives from Human Resources, and to President Natalicio herself in a meeting in February, 2011. Her research helped our group move beyond simply anecdotal evidence of the need for family-friendly policies to measurable data and studies to build our argument for a more family-friendly campus.

Of course, Dr. Ceberio does all this in addition to her own academic research and classroom commitment to students at UTEP. I am confident that Dr. Ceberio is an asset to UTEP in many ways, and the sort of professor who will continue to contribute in important ways to UTEP's missions.

Sincerely,

A handwritten signature in black ink that reads "Lee Ann E. Westman". The signature is written in a cursive, flowing style.

Lee Ann E. Westman, PhD
Humanities and Women's Studies

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