

President's Commission on the Status of University Women
Executive Committee Meeting
January 16th, 2013

Reports from Committee Chairs:

Policy: Chair: Jessi Smith **Members:** Kiah Abbey, Lisa Buss, Joy Honea, Chris Fastnow, Sara Rushing

- There was some push back on the sick leave policy. Some people thought that maternity should not be considered an extenuating illness.
 - Dennis sent an email out to the campus explaining the new policy.
- Received a policy submission via the online form. Wanted to discuss the process for these submissions.
 - Remove the name from the submission. Then Theresa can send the policy to the Policy Review Committee and the Executive committee. Theresa will reply to the submitter from the commission email that the submission was received and forwarded to the President's Commission. If they would like to follow up or have any questions they can contact Jessi as the Chair of the Policy committee.
 - The person included the policy name, number and information. They also submitted their name and email.
- Subcommittee is going to meet with Dean of Students and Dean of Graduate School to get their ideas on leave for students for paternity/maternity leave.
 - Some members looking at other universities and others looking at policies.

Assessment: Chair: Diane Letendre **Members:** Camie Bechtold, Becca Belou, Erin McCormick, Jeanne Wilkinson

- Diane unable to attend. Submitted information to Anne who provided the update.
- PCOSUW is looking at the four-campus climate. But will have to start small. They will be meeting next week to narrow their focus.
 - Will use some of the ADVANCE grant data but cast a larger net over the campuses. (Department data submission)
 - Need to focus on the climate of the campus.
- Discussion from the Executive Committee: We can use some of the ADVANCE pieces to help get started. STEM/SBS Department Heads/Chairs to submit a self study. President and Provost said we want all DH/DC to do this.
 - These self-studies will be coming to the Assessment committee in March.
 - Assessment committee could start by looking at the survey and determine how they are going to code these. Use the met expectations, exceed expectations. Will need to decide how to rate if a department is exceeding
 - Have to read through 32 and is a good way to get the pulse. Big project coming up.
- Employee climate survey.
 - Define what it is you want to know about? What kind of questions do we want to ask?
 - Generate a lot of conversation. Need to get as much input as you can when you design the study. Need to make clear what you are trying to determine.
 - There was a survey completed in 2009 (classified, professional, faculty). This is a good baseline. May be able to send out the same survey to compare.
 - Need to determine what to do with the data.

Recognition: Chair: Marilyn Lockhart **Members:** Beth Burroughs, Mary Murphy, Celia O'Connor, Michelle Tigges

- PCOSUW Award: Betsy was so delighted to get the award and said what an honor it was to get this award. She asked that Marilyn pass on her appreciation.
- We had decided to split out the student award. Betsy asked what the next steps were for the student award.

- Getting ready to call a meeting for this committee to look at the student award.
- And look at other awards on campus.

Communication: Chair: Phenocia Bauerle **Members:** Graham Austin, Sandy Bailey, Betsy Danforth, Julie Kipfer

- Talked with Theresa last month about changing the website. (Provided information on navigation bar and some webpages.)
- Committee Meeting: Betsy is looking at creating a newsletter in April. Figured we would provide one a semester.
- Graham will stay on the listserv but will help Phenocia find someone to serve on the committee.
- March 6th wouldn't work for Open House. Looking at two other dates Tuesday, March 19th and Tuesday, March 26th. Which would work best or the times we are looking at.
- What are the priorities of the committees that the Communication Committee can help promote?
 - Awards are easy.
 - Policy is easy. Getting word out on the policy submission portal.
 - There needs to be some educational campaigns getting the word out about what ADVANCE is.
 - Do we want to provide progress report/information on the individual committees? Maybe putting up 5 sentences one for each committee.
 - If there are other items that need to get out, let Phenocia know.
- Looking at getting a power point done by the end of February and getting on schedules.
 - People want to know the progress.
- Open house – will be the agenda item for February.
 - Should we have the open house coincide with the meeting of the full commission?

Discussion:

- Before the end of the semester need to put up a progress report that we can put on the website about what we have accomplished this academic year.
 - More like a self-assessment – what we said we would do, how we do it, what worked, what didn't.
 - We could put up the goals for the year. Maybe for next year.
- Progress report on ADVANCE
 - Many offers to women in searches and some to minority women. Cluster hire - both have accepted and ADVANCE will help with both hires.
 - Provost Potvin has been very supportive. Has helped departments outside of the scope of ADVANCE.
 - Facilitated a couple Partner Accommodations.
 - Forms for Partner Accommodation and Diversity Depth Hire.
 - Website will be up soon. We are making a couple changes and then will send out the link.
 - All the data is up for Tenure Track. Next step would love to add Non Tenure Track.

Next Meeting:

- Theresa will send out a Doodle calendar to find a time for February meeting. Confirmation of date and time will be sent out as an outlook calendar event.