

President's Commission on the Status of University Women
Executive Committee Meeting
October 7, 2013
Meeting Minutes

Attendees: Anne Camper, Lynda Ransdell, Diane Letendre, Marilyn Lockhart, Tracy Sterling, Becca Belou, Susan Dana, Christina Head, Jessi Smith

Minutes from September 9, 2013 Meeting

Approved without changes. Minutes to be posted.

Introduction of Susan Dana, new ad-hoc member, to the Committee. Susan discussed her roles with Work Life Integration for ADVANCE and the Policy Review Committee.

Reports from Committee Chairs

Assessment Committee

Chair: Becca Belou

Becca's group will be meeting soon and looking at changing the departmental feedback form to a more unit specific form that focuses on encouraging diversity within the units. She plans on pulling data for this fall and planning an analysis. Susan makes suggestions to dig deeper into how to expand thinking with feedback form. Jessi mentioned she has asked all deans to discuss it with department heads. The next ones are due in March. She plans to send reminders and a call to drop in to Leon Johnson and have a conversation to actively engage participants. Tracy suggests a workshop. Jessi would like to see the deans take more ownership. Lynda would like to see samples of "good" answers on the website.

Recognition Committee

Chair: Marilyn Lockhart

Marilyn's committee has sent out the call for nominations for Commission's diversity award. There is one nomination at this time. Diane added this to the Communications Committee agenda to promote on the website. Diane will plan to ask President Cruzado for the award amount of \$2,000 in her upcoming meeting with the President.

Policy Committee

Chair: Lynda Ransdell

Lynda's committee is integrating with Susan Dana and the Work Life Integration group. Her committee is also working on several other projects. Looking at having family advocates travelling to other campuses to help train. The NSF and NIH allow the use of indirect funds for dependent care travel. Dependent Care Travel policy needed for this so they are planning to research other universities policies. There is a request to add back the Faculty Salary Review Committee. Lynda said they need to work with Martha Potvin on that. Discussion of sexual misconduct in our fraternities and how we can contribute to forward thinking in that area as well as the student perspective of the Pregnant and Child Birth Policy.

Communications Committee

Chair: Diane Letendre

Diane announced new members: Allison Kosto, Lindsay Murdock, Ariel Donohue and Jeanine Schoessler.

Diane discussed items carried over from the Commission meeting. The Committee doesn't believe the Monday Morning Memo needs to be resurrected at this time. There's likely not much confusion of the Commission and ADVANCE. We will work on planning the Spring Commission meeting which will be a luncheon this year as discussed in the Commission meeting. A newsletter could be created for special events such as the Spring Luncheon. The Women in Research and Teaching website to be reviewed for updates.

ADVANCE:

Director: Jessi Smith

The first site visit was completed. Feedback relevant to the group is to have more people other than Jessi and Sara Rushing to be more heavily involved and take ownership of respective initiatives. Some things could be institutionalized. One recommendation is to have an actual ADVANCE Office under the Provost. Another recommendation was making sure everyone has term limits. Constantly communicating so that information is getting out there. Jessi would like to have an interactive newsletter "Snacks with Tracs" once a month or so to have a discussion in lieu of a digital newsletter. Goals to expand and grow and involve others with leadership roles to contribute and build the community. There was discussion about ADVANCE sharing space with Compliance. Brainstorming other options for space. Allocating time to STEM and having someone else contribute to efforts outside of STEM. Overall positive visit by the program officer. Also, a recommendation for a Dean's Council to be created by the deans with guidance from ADVANCE.

Other Discussion

Anne discussed the challenge of complacency moving forward. Being able to institutionalize our initiatives and ensure that our work and momentum continues moving forward after we are not here.

Jessi discussed the distinguished professorship is coming up. Currently three male Regents' professors on the selection committee. She requested names of women outside the university to serve on the selection committee that have a science background or a Regents' Professor.

There are no National Academy members at MSU. The Recognition Committee could research this.

Anne informed the committee that the agenda for the next meeting will be reports from the committees and informational items unless otherwise noted.

Adjourn