11/30/2016

Meeting of Executive Committee of PCOSUW – 3-4:30pm, 325 LJH

In attendance: Tracy Sterling, Camie Bechtold, Becca Belou, Emily Stark (for Jyl Schaffer), Celia O’Connor, Sylvia Sparkman, Nika Stoop (ADVANCE), Helen Melland.

Guest: Eric Lopez, ACE fellow with President Cruzado

Tracy began with attendee introductions and explained that PCOSUW is interested in hearing from and working with various entities on campus, and in learning what they are doing in terms of equity and inclusion. Our guest today is Dr. Lopez who is currently an ACE Fellow being mentored by President Cruzado. He’s working at MSU this year and is from UT San Antonio where he is the Dean of College of Education and is helping MSU with its Diversity and Inclusion project this year.

**Eric covered the following:**

1. Diversity Summit—the first University-wide meeting for planning and developing a Diversity and Inclusion plan started with small focus/activity groups, including several departments and governance groups on campus. Groups were asked two questions: How do you define diversity at MSU? And what principles and concepts will help MSU develop a diversity plan?
2. He and Dr. Rusty Barcelo brought in Dr. Kim Bobby to facilitate the Summit. There were 8 people per table: 2 faculty, 2 staff, 2 students, a facilitator, and an open spot for walk-ins. Each table discussed the same two questions and reported out to the larger group. There were about 200 people at each of the two sessions.
3. In anticipation of hesitancy in speaking in front of a group about some of the issues and thoughts, cards were provided for written comments. Many written comments were received.
4. By next week, a summary of results will be at website: <http://www.montana.edu/diversitysummit/index.html>
5. Additional input can be shared at: [diversityplanning@montana.edu](mailto:diversityplanning@montana.edu)
6. One of the first tasks is to rework the current diversity statement.
7. In the spring, they may meet with additional student groups, and there will be a follow-up summit in March.
8. The diversity plan will be part of the new strategic plan for MSU.
9. This spring, there will be focus on diversity activity across campus, especially on ADVANCE, LGBTQ, people with disabilities and veterans. Eric wants to build on work already done by many groups on campus, and to use the department self-study questionnaires, perhaps changing some of the questions. The academic side has 100 percent participation in self-study, while the non-academic is at 40-60%.

**A discussion followed, including the following:**

1. We have a pay equity summit January 26 that may have some relevance to the Summit. Eric agreed that it is relevant.
2. ADVANCE has a Social Justice meeting March 6, with Donna Riley from Virginia Tech.
3. Kim Bobby mentioned a summit in DC in March for ACE fellows, sponsored by American Council on Education. Eric will send the info to Tracy for dissemination to the rest of Executive Committee
   1. Tracy will contact UM’s Nancy Gass who is the MT rep to the *ACE Women’s Leadership Initiative – MT State Chapter* to see if she plans on attending
4. How does the Town Hall for Campus Unity event this evening (organized by Political Science Dept) tie to Eric’s work? Eric is looking at how that fits in.
5. Eric is interested in extending the discussion beyond MSU to the community. Wants to be inclusive, not exclusive, and does not intend to leave any group out.

**Executive Committee Business**

1. Minutes of last meeting were approved and can be posted.
2. Camie met with Jessi and ASMSU leadership regarding Common Hour exams. They talked to Bob Mokwa and plan to talk with faculty senate chair, Mike Babcock regarding accommodations for parenting students and common hour exams. The Math Department is not sensitive to parents with daycare conflicts. We want the ability for parents to reschedule exams for students with conflicts for off-hours exams. Mokwa is in favor of doing away with Common Hour Exams entirely. Camie and Jessi want to augment an existing policy that would addresses parents or caregivers.
3. Sylvia and Nika will work on an invitation to the January pay equity event.

**Subcommittee Reports**

1. Policy –
   1. HR and Health Care Timing—policy group has questions regarding access to health benefits changes midyear—qualifying events. Emily will follow up with Jyl the email from Jessi Smith which describes the issue.
   2. Can OIE sustain the policy portal?
2. Recognition—Betsy has not announced winner yet, but the winner will be celebrated at convocation **on** Tuesday, Jan. 10 **9:30 a.m. in Reynolds Recital Hall in Howard Hall**. Please attend if you can!
3. Assessment—Becca is getting feedback data from Activity Insight next week (hopefully). She handed out a report on pay scales combining professional and classified staff, divided by male/female. This info may be used at the Pay equity meeting. Becca has not, but can, run the same data for faculty.
4. Communications—website has been updated – thanks to Deb and Sylvia!

**Other Business**

1. ADVANCE updates from Nika for Jessi Smith –
   1. Jessi wants to send a survey from U Maryland of under-represented faculty in STEM regarding micro aggression/slights, etc., but not a good idea for this spring because we are also rolling out the COACHE survey and want to avoid survey fatigue.
   2. Working on sustainability for Faculty Family Advocate (currently Bridget Kevane) and Student Family Advocate - ADVANCE has met with HR, Cathy Hasenpflug to discuss family advocates. There is a faculty family advocate. Kasia is a work/life HR specialist. Should there be a work/life center somewhere on campus, outside of HR. There is no family advocate for Staff right now. Perhaps apply for an NSF-PAID grant to expand this practice to other MSU campuses.
   3. They hope to develop a Mentoring Network as well
2. Do we want to add someone from Student Success to be on the Commission?
3. There is a planning meeting for the January Pay Equity meeting this Friday – with the presenters.