

COSW Minutes

August 23, 2013

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Present: Nancy Barr, Mimi Bell, Beth Boehm, Valerie Casey, Sam Connally, Jeanne Guerrero, Jennifer Hall, Brenda Hart, Faye Jones, Michele Kosiewicz, Sharon LaRue, Kenyatta Martin, Tawana McWhorter, Wendy Metcalf, Georgette Moore, Missi Moutardier, Emily J. Noonan, David Owen, Melissa Long Shuter, Mechelle Stoner, Mordean Taylor-Archer, Dianna Zink **Guests:** Wayne Hall, Amy Lueck, Judy Singleton

Absent: Phyllis Clark, Sherry Duffy, Pamela Feldhoff, Kamla Gant, Marcia Hern, Ann Larson, Gale Rhodes, Bridgette Pregliasco, Amy Reid, Nancy Theriot

Chair Comments: After introductions of members present, Vice Chair Guerrero reported on the following:

- Ann and Valerie will meet with President Ramsey and Provost Willihnganz on September 5;
- The first COSW EC was held on August 19;
- No minutes from June 2013 meeting; presentation to
- The President will appoint new replacements for Tammi Thomas and Barbara Hanger who resigned the Commission (2013) due to other commitments;
- The COSW received two requests for sponsorship: Take Back the Night (PEACC) and PRIDE Week (LGBT Services). Both were approved by the COSW EC at \$500 each. Georgette will notify both offices and take care of funding transfer.

Pathways Update: The Pathways Conference (held May 2013) was a rousing success. Ann's student collected survey data. An electronic conference feedback form showed attendees assessed the conference from good to outstanding. The conference featured dynamic speakers (Rear Admiral Marsha Evans, Virginia Denny, Marsha Herman, Eleanor Jordan, et al). Topics covered work balance, how to move your own career forward.

- Bookmarks for the next conference (May 16, 2014) are available;
- Any feedback comments should be sent to Melissa Shuter.

DPS Update: Wayne Hall reported that not much (criminal activity) went on over the summer. There were bike thefts averaging about 7 per week. They arrested two men and one woman and the thefts dropped to one per week. DPS was short of officers but upon Vice President Owsley's okay four new officers were hired. DPS tried hard to recruit females but were unsuccessful; new officers came from Louisville Metro. When asked about the diversity of those hired, Hall reported that one of the four was African American and another Hispanic. DPS is doing a promotion with HR to hire women.

Anyone needing to call may contact Hall's cell phone. The number is 502-***-**** (unpublished here). If you have anything to talk about with him, call anytime.

Announcement – Sam Connally

Title IX – PEACC is a confidential reporting source; Student Health is not (a reporting source).

Title IX and Clery Act mandatory reporters include any employees who have the authority to take action to redress the harassment, who have the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees, or an individual whom a student could reasonably believe has this authority or responsibility which include, but are not limited to:

- Vice Presidents, Deans, Department Chairs, Directors and Coaches;

- Assistant or Associate Vice Presidents, Deans, and Provosts;
- Any employee in a supervisory or management role;
- Any faculty member responsible for supervising any activities or programs that include direct contact with students outside of classroom (including faculty advisors to recognized student organizations);
- University of Louisville Police Officers and any contracted security personnel.

Pause Process: As a minimum threshold, if women and minorities are hired at rates which are at least 80% of the market availability for similar jobs, the Federal government will construe that our recruitment processes are non-discriminatory. To aid in achieving this threshold, for all new searches initiated after this announcement, Employment Staff in Human Resources will review applicant pool data with hiring officials or search committees and compare the demographics of the applicant pool to labor market availability.

If the percentage of women or minorities in your applicant pool is less than 80% of the percentage of women and minorities available in the labor market, the department or search committee will be asked to undertake specific affirmative action-oriented outreach efforts to attract applications from qualified women and minorities before the search committee begins to evaluate applicants. If affirmative action efforts reasonably targeted to reach women and minority applicants have already been part of the original recruitment process, the applicant pool will be deemed to reflect market availability and no further action is required at the time the pool forms and the search may proceed.

Focus Area Comments

Ann designed an activity to garner feedback from the COSW. Packets were circulated containing: COSW Goals for 2013-14; Focus Areas for 2013-14 and Roster 2013-14.

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- When new professionals come to the University how do we help? Mentoring: there's no one to refer new people to, however Dr. Taylor-Archer's office is working on a mentoring handbook;
- There has been discussion about coaching but [commenter] would like to see something more formal; it was noted that the Provost has said that every new faculty who wants a mentor gets a mentor (in fact everyone will be assigned a mentor so that there's no stigma). There is nothing in place for staff;
- There should be staff pay equity and also promotion opportunity after you take classes/training. There are no jobs to move into. Noted: HR currently working on a pay equity study for staff.

Campus Climate

- Safety concerns and issues – compare HSC to Belknap
- Reviewing recruitment strategy for faculty. Is there a policy in place?
- Revisit childcare: What's available on HSC? The Presbyterian Center is closing. A correction was noted—the Presbyterian Center is open right now but will need support if it will remain open.
- Campus Climate should review what Title IX is all about. Also, what is the role of the Commission with regard to Title IX? COSW/Campus Climate could tap into the surveys that have already been done with regard to safety.

Integration of Work and Family

- There are three groups that have interests that might be coordinated: The 21st Century Culture of Excellence Committee, Great Places to Work (GPTW) and Gender Equity. We should make sure they are serving women. IWF should look at findings before they're published. Noted (by Mimi B): HR is hoping to give an update next month on the Gender Equity Study.

Committee Reports

Campus Climate

Written report submitted (See attachment)

Communication Update: Committee goals are to market the COSW and what the COSW is working on. Other goals are to continue publishing the annual newsletter, updating the website and incorporating online social networking services, i.e., Facebook and Twitter to reach a broader population.

Staff Senate Report: Nothing to report except that the Senate will have a retreat on September 9.

PEACC Update: Take Back the Night, Tues Sept 24th, 2013 from 5:30 to 7:30 PM (Red Barn). A Week without Violence will be observed on Sept. 16 thru Sept. 24, 2013. This worldwide campaign encourages communities to think and act towards a world without violence. Activities focus on raising awareness, promoting attitude change and enabling individuals and organizations to begin positive actions towards ending violence in their communities. Sharon was asked if some activities could be held on HSC. Some events are planned for HSC.

Women's Center – The Women's Center has experienced an incredible summer.

- Global trip – Cusco, Peru (July 3-12, 2013). The Women's Center Summer Leadership and Service trip took students to Peru where they visited a center for women who were victims of human trafficking. they also visited an orphanage for small boys;
- The Women's Center had a retreat where they planned future events;
- Hosting movie, "Makers: Women Who Make America" on Aug. 26, 2013 in the Floyd Theater in the SAC. Show times are 12 noon, 1PM and 2PM;
- The Women's Center now has an office on HSC Instructional B building, room 120;
- Sept 17 Women's forum brunches will be on Belknap;
- Sept 26 Brown Cancer Center Mammogram Mobile Unit will be on Belknap campus as it was last year;
- Nov. 14 The Women's Empowerment Luncheon featuring Ruth Brinkley, CEO of Kentucky One Health as guest speaker.

Faculty Senate Report: No report was given.

CODRE Report: Dr. Faye Jones, new CODRE Chair, reported on CODRE's Commemoration of the 50th Anniversary of the March on Washington for Jobs and Freedom. The following will be observed on August 28:

1:00 p.m. – Panel Discussion – "Reflections on Dr. King's Dream" (Shumaker Research Bldg., Rm. 139)

2:15 p.m. – Symbolic March – led by President and Provost from the Clock Tower to Ekstrom Library Quad

2:30 p.m. – UofL International Jazz Quartet performs in Quad (Refreshments will be served)

2:45 p.m. – President Ramsey greets our audience in the Quad

- Keynote address by Raoul Cunningham, NAACP President - Louisville Chapter
- Recital of Dr. King's "I Have a Dream" speech by O'Dell Henderson

Announcements: The EC board is working on a guest speaker list. Names of potential speakers may be sent to Jeanne or Georgette.

Meeting adjourned.

(See Attachment)

COSW
CAMPUS CLIMATE COMMITTEE

Campus Climate Committee partners with DPS, PEACC and the Women's Center to monitor the University's provision of a safe and secure environment for all members of the campus community. The committee may develop programs or workshops to address the many facets of a safe and secure environment and address current topics related to physical security, sexual harassment policy and training, in addition to women's advocacy programs.

It is anticipated, our committee will meet on a monthly basis with a time/location to be determined by its members.* To respect everyone's busy schedule, every effort will be made to limit meetings to 1-hour and if possible, group e-mail or conference calls may be used in lieu of a meeting. Note *Special assignments and projects may require additional meetings.

Continued progress by the Campus Climate Committee will require the commitment and participation from each member. FY 2012-13 Goals are noted on the reverse for your review.

If you would like to join this committee please contact:

Nancy A. Barr nabarr01@louisville.edu or, 852-6472.

Current Members:

Nancy A. Barr, Chair

Wayne Hall, DPS

Sherry Duffy, College of Education

Brenda Hart, Speed School

Gale Rhodes, Delphi Center

Sharon Larue, PEACC

Mechelle Stoner, RN GI/Hepatology & Nutrition (pending)