

## **COSW Minutes**

September 27, 2013

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**Present:** Nancy Barr, Mimi Bell, Beth Boehm, Valerie Casey, Phyllis Clark, Sam Connally, Pamela Feldhoff, Jeanne Guerrero, Jennifer Hall, Brenda Hart, Faye Jones, Sharon LaRue, Kimberly Maffet, Kenyatta Martin, Tawana McWhorter, Georgette Moore, Missi Moutardier, Emily J. Noonan, David Owen, Amy Reid, Zhihui Sun, Mechelle Stoner, Mordean Taylor-Archer, Nancy Theriot Deborah Wade, Dianna Zink **Guests:** Jill Adelson, Kenny Brown, Heather Fox, Wayne Hall, Amy Lueck, Judy Singleton, Kathryn Whitmore

**Absent:** Sherry Duffy, Kamla Gant, Marcia Hern, Michele Kosiewicz, Ann Larson, Wendy Metcalf, Gale Rhodes, Bridgette Pregliasco, Melissa Long Shuter,

**Minutes:** Approval of August 23, 2013 minutes – Motion to approve made by Mimi Bell; motion seconded and passed after vote. There were no nays or abstentions.

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

- Sharon LaRue attended the COSW EC board meeting and gave an update on Title IX;
- Ann and Valerie will meet with President Ramsey and Provost Willihnganz on September 5;
- The first Joint Chairs meeting consisting of CODRE, COSW, Faculty and Staff Senates was held on Tuesday, September 24;
- 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.
- Child Access for Parents on Campus. More about that from Dianna Zink.

Dianna Zink – We are trying to get the word out about a little bit of funding that we have available for parents who are students at the University of Louisville (UofL) who qualify for the assistance. Their children have to attend an accredited center (and parents attend UofL).

Title IX Update – Presentations from the following persons: Sharon LaRue – PEACC Program; Mary Elizabeth Miles – Staff Development/Employee Relations, HR; and Sam Connally – VP HR.

Sharon -

### **Committee Reports/Updates**

**Campus Climate** – The Campus Climate group is meeting today. There will be more to report next month (written report attached). – Nancy Barr

**Communication Committee** – IT was contacted to remove the login/password access on the home page so that everyone to have access the COSW site. That has been done. They were also asked to raise our link up, i.e., we asked is there a way to make our website listed first when searching for COSW or Commission on the Status of Women?

We have been brainstorming about ways to make our website more dynamic. Anyone who has ideas should feel free to contact Mimi. – Mimi Bell

**IWF** - IWF is an energetic group. They will meet jointly with GPTW [committee] every other month—there will be a meeting Thursday.

Work Life Balance (under HR site) – will send

- The Work-Life Balance Committee of the University of Louisville’s Great Places to Work Initiative strives to create, implement, and promote policies that enable UofL employees to be the best they can be at work and in their other life responsibilities, including care-giving and community involvement.
- Great Place to Work – sponsoring brown bag discussion – October 10

**RRR** – Announced that RRR would meet on Thursday, October 3<sup>rd</sup> from 4-5 PM in the conference room on the first floor in Jouett Hall.

**Staff Senate Update** - The Staff Senate held its annual Senate retreat in September. It was a big improvement from last year, and it focused on team building as a Senate, and also provided new Senators with vital information relating to Staff Senate and how to get more involved, etc. Provost Willihnganz came and spoke to the Senate about the 21<sup>st</sup> Century initiative and all of the work that is being done with that. We also had an update on Parliamentary procedures from Melissa Shuter, which was very informative and helpful. All of the Senate sub committees met at the retreat also, and worked on goals and objectives for the year. - Amy Reid

In the general meeting that followed, we received an update about health premiums for the 2014 calendar year. VP Connally stated that currently it looks to be about 2-3K less than last year and that no increase in premiums would be likely, but that is not a guarantee as of yet.

**PEACC** – Take Back the Night – TBTN saw its best ever turn out; there were about 500 people in attendance. About 175 of those attendees were athletes. The speak-out went longer than anticipated. In response to our Take Back the Night speaker, Susan Burke, challenged us by asking people to contact Senator Mitch McConnell to support the Military Justice Improvement Act. This act put forth by Senator Gillibrand has bipartisan support from Democrats, Republicans, and Tea Party (Senator Rand Paul), but needs all senator’s support. This act would require amendments to the Uniform Code of Military Justice to ensure fair and just treatment to victims of sexual assault. **Note:** Political advocacy is a personal matter, so if you choose to endorse this bill, please forward it to your private email account first. Then take any action you choose from your private email account. It is not permissible to use University resources for political advocacy on either side of a question before Federal, State, or local legislative bodies. –Sharon LaRue

**HR** – Sam

Anthem Blue Cross Blue Shield

- May have modes savings in health plan
- About 40-50% the way with the living wage commitment

**Women's Center Update** – mammogram unit Kentucky Cancer Program and the UofL Women's Center are pleased to bring the Mobile Mammography unit back to Belknap Campus on September 27 from 8A-4P at Gottschalk Hall (Belknap). Insurance, Medicare or Medicaid will be billed. UofL insurance covers 100 percent. Mammograms provided by UofL Hospital and the James Graham Brown Cancer Center.

- October 1, Pride Week Event – Women's Center Cookout on HSC from 11:30 – 1:00 P;
- October 10, Program on HSC for Physical Plant workers to talk about stress;
- Tachau Award (COSW) and Nichols Award (CODRE) will be presented at the Women's Empowerment Lunch on November 14, 2013. The Luncheons speaker will be Ruth Brinkley, CEO of KY One. – Valerie Casey

**Faculty Senate** – The Faculty Senate will meet next month.

Faculty Pay Equity – a formal presentation will be made to the COSW (and CODRE) after the Provost reviews the **report**.

### **Announcement**

Minx Auerbach Lecture in Women's & Gender Studies – Urvashi Vaid will be guest speaker on Tuesday, March 4, 2014 at 5PM in the Comstock Auditorium. The lecture is free and open to the public.

Meeting Adjourned

## CAMPUS CLIMATE COMMITTEE

SEPTEMBER 27, 2013

The first meeting of the 'CCC' is scheduled immediately following the 9/27 COSW monthly meeting. At that meeting will be reviewing the current Goals and identifying those that are redundant, or overlap the work of another committee.

We will begin examining the status of following current goals:

- 1) Sexual harassment training for faculty and staff;
- 2) Title IX requirement as it relates to reporting clarification, coordinator role and training

Proposed new areas for discussion:

- 1) Flex-scheduling for staff;
- 2) Updating/accuracy of job factors and supervisor evaluation;
- 3) Identify common concerns of faculty/staff/students
  - a) review staff/faculty/student surveys
  - b) Schedule follow-up interviews with:
    - i. Sam Connally – HR perspective
    - ii. John Belak – Ombuds
    - iii. Wayne Hall – DPS
    - iv. Melissa Long-Shuter – staff
    - v. Sharon LaRue – students

Submitted by:  
Nancy A. Barr, Chair  
9/26/2013