

COMMISSION ON THE
STATUS OF WOMEN

COSW General Meeting Minutes

Friday, April 22, 2016

University Club

Present: Delaina Amos, Beth Boehm, Fannie Cox (representing CODRE), Kenny Brown, Ginevra Courtade, Debbie Dougherty, Sherry Duffy, Sally Evans, Heather Fox, Bob Goldstein, Jeanne Guerrero (Chair), Jennifer Hall, Wayne Hall, Jamieca Jones (representing Women's Center), Michele Kosiewicz, Tawana McWhorter, Desrie Nesbitt, Kim Noltemeyer, David Owen, Natalie Pasquenza, Mechelle Stoner, Zhihui Sun, Angela Taylor, Dr. Mordean Taylor-Archer, Carla Vidoni, Deborah Wade

Absent: Victoria Allen, Jill Adelson, Gabe Draper, Ellie Fridell, Seana Golder, Erica Gray, Katy Hopkins, Jeanell Hughes, Ann Larson, Kim Maffet, Kenyatta Martin, Keri Mathis, Meg Peavy, Tamara Russell, Melissa Long Shuter, Nancy Theriot, Margath Walker

Guests: Leslie Strohm; Soha Saiyed, Julie Horen, and Teena Halbig

Welcome

Chair Guerrero welcomed commissioners and guests.

Minutes

Michele made a motion, which Jennifer seconded, to approve the March meeting minutes. The motion passed.

Announcements - Jeanne Guerrero, Chair

Chair Guerrero reported the chair/vice chair meeting with the president and provost has been moved to May 3. They are preparing materials for this meeting.

Speakers

Chair Guerrero introduced Leslie Strohm. Leslie is UofL's vice president for strategy and general counsel. In this position, she serves as a member of the President's leadership team and chief counsel for the University. She is responsible for both legal matters and government relations. She works collaboratively with campus clients to advance the University's mission of excellence and inclusiveness as a premier, nationally recognized metropolitan research university. Prior to joining UofL, Leslie was vice chancellor and general counsel at the University of North Carolina at Chapel Hill. There, she advised on issues ranging from civil rights cases to strategic initiatives, budgeting concerns, operational efficiencies and campus safety. Leslie has 30 years of experience representing universities and academic medical centers in public and private sectors.

Leslie shared experiences from early in her career through today, noting the change in climate through the years. When she started in law school, women represented 25% of enrollment. In her first position as a lawyer, women comprised 10% of the lawyers. She talked about the variety of legal work she oversees at UofL, ranging from employment litigation, bond deals, campus dining contracts and her aim to make the campus stronger and better. She recognized the inclusive climate on the leadership team of the campus. She and her husband grew up in Madison.

In response to a question regarding Kentucky One, she agreed to follow up with Michelle.

Human Trafficking

Chair Guerrero introduced Soha Saiyed. Soha introduced her colleagues: Julie Horen, Dr. Theresa Hayden and Teena Halbig. Providing a PPT, they covered human trafficking, its prevalence and ways to recognize it. In Kentucky, if you become aware of human trafficking with a minor, you must report it. Teena covered goals and objectives to make UofL a leader in the anti-trafficking movement. An interactive session included strategies for identifying human trafficking, along with steps for reporting it. They encouraged a partnership from UofL to make this an issue at higher administrative levels. Chair Guerrero encouraged commissioners to email her directly for their feedback on prioritizing this issue.

Committee Compositions and Goals

Campus Climate

David reported the committee is looking for ways to ensure that diversity training happens every three years.

Communication

Sherry noted the work on the website is ongoing. Doing a great job with the Spring 2016 newsletter, Desrie will complete it before the end of May; Ginevra has created a one-page information sheet about COSW.

Integration of Work and Family

Jennifer reported that Katy Hopkins is the new assistant chair. There is a lot of discussion concerning partner hire issue – higher than level – benefits for faculty and staff since spouses no longer receive tuition remission. She discussed an issue that arose when a spouse audited a course. It resulted in an unanticipated collections issue. If spouses were allowed to audit a course without cost, it may lead to additional enrollment for the university. A variety of ideas was considered, including offering career counseling services /networking/resume building to spouses/qualifying adults, but the Career Center is unable to assist spouses/qualifying adults. Providing such benefits could improve households for employees during a tough economic time where salary increases do not exist. Mordean discussed possibility of a written proposal for funding this institutional commitment.

Representation, Recruitment and Retention

Michele noted the committee still is accumulating data from the provost's office to analyze the cohort data. She noted Bob may be able to access data comparing women, women of color progress relative to benchmarks. Focus Louisville sponsorship applications were received and will be evaluated.

Updates

HRAC - (did not meet last month)

Faculty Senate

David advised Faculty Senate will develop an online voting mechanism for a vote of confidence/no confidence in President Ramsey.

Staff Senate

Kim noted although there was no request from the Chair to conduct a formal poll of confidence/no confidence, she did receive a lot of feedback. The general feel was evenly split and most comments were directed more to the University than towards President Ramsey personally. There was a general sense of fear in commenting because staff feel they are in a vulnerable position, different from students and faculty, who may be tenured. Asked if she will share her voting intentions with the Senate, prior to voting at a board meeting, Chair LewisKlein said that she is hesitant to do that as more information may be forthcoming during the meeting, which may sway her vote. At that meeting, Harlan Sands spoke on new construction and Aramark taking over food services, and Lee Smith covered new business services on Belknap.

CODRE

Fannie had to leave but provided the following updates:

- *Multicultural Teaching and Staff Award nominations deadline is May 6th. Nomination forms are on CODRE's website. CODRE's Spring 2016 Newsletter is also available on the website.*
- *The Bylaws Committee is in the process of updating the Bylaws.*
- *Diversity Study – Institutional Research is providing data to a campus climate committee chair and faculty concerns chair.*
- *Tierney Bates is CODRE's representative on the search committee for the Vice Provost for Strategic Enrollment Management and Student Success position.*
- *Transformation Tea was April 11 – it was well attended; CODRE appreciates COSW's sponsorship and volunteers. Other sponsors included the Women's Center, Ekstrom Library and Communications Department. Selene Phillips did a great job chairing the committee.*

DPS

Wayne reported that upon encouraging a female officer to apply for a position within the department, they will hire her as soon as the position is unfrozen. Jeanne encouraged COSW commissioners to consider serving on the DPS board. The board meets monthly.

PEACC

Sally had to leave – no report.

Women's Center

Jamieca noted the students held a leadership conference and received great support from departments. Students learned some great information!

The Women's Center has been working with the Office of Institutional Research on a survey for women students. It went to 4000 random sampling of the female population, both undergraduate and graduate students for feedback on Women's Center programs and initiatives.

On May 4, the Brown Cancer Center Mammogram Unit will be on campus for UofL employees. Call 852-6318 to schedule an appointment.

Lactation Workgroup

Jennifer reported taking forward the lactation resources survey results; there is hope a wellness room, available 24/7, will be included in the plans for the new building on Belknap Campus. Belknap Campus lacks a 24/7 lactation room. HSC now has a room lactation room available 24/7. Chair Guerrero asked Jennifer to submit to her this material in writing prior to the upcoming meeting with the president and provost.

Pathways Women's Leadership Conference

Registration begins soon; the conference is set for May 20th. Planning is going well.

COSW Speaker Commitments

May 27 – Delaina Amos; Kim Noltemeyer

June 24 – President Ramsey

Old Business

Beth Boehm and Bob Goldstein are on the VP for Strategic Enrollment Management search and will serve a dual role as COSW representatives.

New Business

Chair Guerrero encouraged commissioners to begin getting their meals as they arrive for the meeting so the meeting can begin more promptly.

Adjourn

The next meeting is May 27. There being no further business to discuss, the meeting adjourned at 2:15 p.m.