

COSW Meeting Minutes
12 Noon, Decemer 4, 2015
University Club

Present: Jill Adelson, Delaina Amos, Vickie Bridgeman, Kenny Brown, Valerie Casey, Ginevra Courtade, Debbie Dougherty, Sherry Duffy, Heather Fox, Bob Goldstein, Jeanne Guerrero (Chair), Jennifer Hall, Wayne Hall, Katy Hopkins, Michele Kosiewicz, Keri Mathis, Tawana McWhorter, Georgette Moore, Desrie Nisbett, Natalie Pasquenza, Jessica Roth, Tamara Russell, Melissa Long Shuter, Mechelle Stoner, Zhihui Sun, Nancy Theriot, Carla Vidoni, Deborah Wade, Margath (Maggie) Walker **Guests:** Dr. Neville Pinto; Gabe Draper

Absent: Victoria Allen, Beth Boehm, Sally Evans, Ellie Fridell, Erica Gray, Virginia Hosono, Jeanell Hughes, Ann Larson, Kim Maffet, Kenyatta Martin, Kim Noltemeyer, David Owen, Meg Peavy, Tisha Pletcher, Angela Taylor, and Mordean Taylor-Archer

Guest Speaker: Dr. Neville Pinto

Chair Guerrero introduced Dr. Neville Pinto, Interim EVP and Provost.

Dr. Pinto discussed the responsibility of universities to educate future leaders and the challenges faced with continued state funding cuts. He referenced projects President Ramsey has undertaken to create revenue to fill the funding gap. He shared initiatives in reaching priorities of the University of the 21st Century. UofL is a thriving, metropolitan research university leading transformative change through commitments to the values of the academy, and to the primacy of the teacher/student relationship, while responding to societal needs and embracing our key role in improving quality of life and economic well-being for the publics we serve through the work of our nationally recognized faculty and students, supported by excellent staff and the larger community. Dr. Pinto fielded questions from the commissioners.

Approval of Minutes

Minutes from the October meeting were approved.

Announcements

Chair Guerrero announced:

- She and Vice Chair Adelson met with the Provost for a briefing on COSW matters.
- The EC met with the President and Provost regarding follow up from the Halloween incident.
- Chair Guerrero will represent COSW on the Title IX ADA coordinator search committee. COSW will be represented on all searches for deans and above.
- Chair Guerrero thanked Valerie Casey for attending KY ACE meeting recently. Valerie reported on the meeting.
- The book *Lean In* – was distributed to all commissioners and COSW volunteers. The book will be discussed at the March 2016 meeting.
- Georgette Moore is retiring. She has been with UofL over 30 years and with the Commissions since 1999. Chair Guerrero thanked Georgette for her tremendous support and presented Georgette with a gift from COSW. A reception is planned immediately following the meeting.
- Carry over funds will be deposited into COSW budget during the month of December. Clarity regarding the carry over tax is sought.

Committee Reports

Vice Chair Adelson distributed committee reports prior to the meeting.

Campus Climate – Michele noted progress of the goals. Bob Goldstein discussed the status of the climate study. Bob noted for faculty and staff not randomly selected to participate in the Chronicle's survey, they are encouraged to complete UL's version. Bob encouraged feedback regarding the survey.

Communications – Ginevra noted the committee developed a budget; completed the Fall newsletter which will be online and printed soon; and is working to create a stronger campus presence.

Integration of Work & Family – Jennifer noted the goals are in progress; the committee is planning a meeting with Trey Lewis, Director of Career Services; as well as a meeting with Patricia Benson and/or Stephanie Weldy of Get Healthy Now.

Representation, Recruitment & Retention - Michele noted goals are in progress; Valerie Casey is representing RRR on the Leadership Pathways Committee; Dr. Wadhwa has been selected to attend the HERS conference in 2016; and Leadership Louisville application requests will be announced in January. Bob Goldstein will send report for faculty benchmark salaries. More completed nominations are encouraged for these sponsorships/awards.

Updates

HRAC – Jill noted scheduled meetings were cancelled; a new date has been set.

Faculty Senate – Bob noted the faculty compensation survey, 2014 data, will be presented to the provost next week.

Staff Senate – Melissa noted no outstanding items; many items were discussed, including diversity issues, UBM shared services – HSC has appointed its lead individuals for shared service operations. Lunch and Learn sessions now are scheduled on HSC.

CODRE – Vickie reported the CODRE EC met with the President and Provost following the Halloween incident; the annual report is online and has been distributed to various campus leaders; the committees have presented their goals to the general body; the Tachau and Celeste Nichols awards were recently presented at the Women's Empowerment luncheon. Vickie introduced Gabe Draper, a chemical engineering student who attends CODRE meetings. Gabe noted the Sunday following the photo incident brought 80-100 students together. Gabe later attended Dr. Ramsey's meeting with students following the Halloween incident. Gabe noted the students wanted to take this incident as a learning opportunity and build understanding. Three areas focused on include: 1) hosting the Halloween luncheon and photo hit on major issues of systemic depression, gender appropriation, and interfaith community – how diversity and inclusion are treated on campus; 2) different types of resources identified (include training resources and identity center); 3) resourceful and diverse faculty and staff representation and retention needed. Gabe noted issues of diversity and inclusion were being addressed. Valerie thanked Gabe for his leadership on this initiative. Chair Guerrero noted many women serve several roles on campus. She noted President Ramsey will keep COSW EC informed of progress, and Dr. Taylor-Archer is developing a diversity plan.

DPS – Wayne and Kenny had to depart; Melissa suggested asking someone who serves on the public safety advisory committee to attend future CODRE meetings to provide an update.

PEACC – No report.

Women's Center

Valerie reported:

- November 10: Women's Empowerment luncheon; guest speaker: Sadiqa Reynolds. Sold out crowd; the speaker received a standing ovation. Kathleen Smith was presented the Empowerment Award. \$3000 awarded in scholarships to students. She thanked COSW for its support.
November 12: Elect Her was held with Julie Raque Adams, Ashley D. Miller, SGA Panel, Victoria Allen participating; approx.. 50 attendees
- November 13: co-sponsored Stress Management workshops for women with Dr. Bernadette Walker and the Counseling Center
- November 16: Brown Bag Lunch & Learn Series with women veterans
- November 18 Campus Talk Program with Dr. Kaila Story on Talking Race, Gender & Sexuality
- December 6: deadline for Angel Tree for student parents

Valerie noted upcoming programs include:

- In January: Campus Talk – World Café Workshop, “Beyond Cumbya, drug lords and hot sauce. A multidimensional look to Latinos in the US”
- January 19: Human Trafficking Awareness Conference, 5:30 p.m.
- April 1: \$tart \$mart Salary Negotiation Workshop
- April 2: College Women's Leadership Conference

Lactation Workgroup – No report.

Pathways Women's Leadership Conference – Melissa reported the Pathways Conference is scheduled on May 20, 2016.

The meeting adjourned.