**COSW Minutes**

February 24, 2012

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**Present**: Nancy Barr, James Brown, Valerie Casey, Sam Connally, Sherry Duffy, Pamela Feldhoff, Robert Goldstein, Jeanne Guerrero, Andrea Gobin, Marcia Hern, Nancy Knadler, Sharon LaRue, Ann Larson, M. Cynthia Logsdon, Missi Moutardier, David Owen, Kathy Pendleton, Gale Rhodes, Melissa Long Shuter, Mordean Taylor-Archer, Nancy Theriot, Martyna Warren and Georgette Moore **Guest(s)**: None

**Absent**: Laurie Ballew, Susan Duncan, Barbara Hanger, Shirley Hardy, Brenda Hart, Dawn Heinecken, Casia Horseman, Sharon Kerrick, Kenyatta Martin, Margaret Pentecost, and Tammi Thomas

**Minutes**: Chairwoman Casey asked for a motion to approve the February 3rd minutes. The motion to approve the minutes was made by Ann Larson and was seconded by Cindi Logsdon. The motion passed after vote.

**Chair Update**:

* At the February 3rd meeting, COSW Commissioners suggested to the President and Provost that a portal/website be put in place for the University community to offer suggestions;
* that Unit Business Managers be sought for their input and support on budgetary issues;
* that a future university promotional video include scenarios directed toward staff;
* the COSW will continue to collaborate with GPTW committees. The COSW will include the chairs of their 5 standing committees.

At the last COSW general meeting Chairwoman Casey announced that the COSW EC approved $600 to sponsor a university employee to attend **Focus Louisville** in April 2012. Focus Louisville is a 2 1/2 day leadership program that offers a fascinating “*insider's”* look at the Louisville community (see web link below:) <http://www.leadershiplouisville.org/programs/focus> . If any commissioner knows someone who would be interested in attending or if you would like to make a recommendation(s), please forward the individuals name(s) to the Executive Committee.

**Dr. Taylor-Archer Presentation**: Diversity Plan 2011-2015 (see web link below):

<http://louisville.edu/diversity/files/UofLDiversity%20Plan%20for%20CPE-6-14-11.docx>

**Committee Reports**

**Communications**: Jeanne Guerrero reported that the first COSW article will be published in the Women’s Center newsletter;

* The Committee is currently still working on the COSW March newsletter.
* Nancy Knabler has worked very hard to help coordinate the yards signs with the Chronicle Survey. It is hoped that the signs will be generic enough to use long term.

**IWF**: David’s update – Three quick things:

* David will replace Susan Duncan as a representative on Great Places to Work committee.
* The Elder CareWorkshop scheduled March 20 will feature, *Institutional Care Facilities: Resources + Choices/Skilled Nursing Facilities: What Goes on Behind Closed Doors*. KIPDA District Long-Term Care Ombudsman, Mel Pfister is scheduled lecturer.
* BFSA and White Allies met this week.

**Campus Climate**: None submitted.

**DPS**: DPS Officer Jackie Khan is up for promotion to the rank of sergeant. After her promotion is confirmed the COSW should ask Wayne Hall to bring her to a general meeting.

**HRAC**: HRAC reviewed an evaluation of term life proposals. Met Life has been selected. Under the new program part-time employees will be included at a fairly modest cost. Another objective under consideration is looking to increase the age limit from 65 to 75. A policy’s face value decreases 35% when individuals reach 65 years. HRAC is in final negotiations. Other issues being discussed is the adaption of a living wage or sustainability wage for university employees.

**Faculty Pay Salary Equity**: A list has been sent to departments to identify individuals. Data should be back to the committee by March 9 for tenured or probationary faculty.

**Faculty Senate**: Dr. Jill Suttles has been appointed Associate Dean for Faculty Affairs at the School of Medicine.  Dr. Toni Ganzel was promoted Interim Dean School of Medicine.

**CODRE Update**: CODRE Chair, James Brown reported that the President and Provost would be meeting with CODRE April 3.

* CODRE is also working on new member nominations. Dewey Clayton is chairing the ad hoc committee for nominations.
* Two new members were added to CODRE’s roster, Shelia Marable (IT) and Dr. Faye Jones (SOM).
* **Research study**: CODRE inspired by the 15 year study done by the COSW is looking into the status of African Americans on campus.
* **Research grants**: CODRE has obtained funding for undergraduate and graduate students.

**NOTE**: Valerie reported that Andi Gobin and Sharon Kerrick will co-chair the COSW Nomination Committee.

**PEACC Update**: Sharon LaRue reported that *International Women’s Day* would be on March 8. The COSW co-sponsored this event.

* **Let’s Talk Lunch**: March is Women’s History month. Facilitators will discuss and solicit ideas on ways to enhance services and/or create new initiatives for women at the **Let’s Talk lunch at the Cultural Center on March 7th from noon – 1pm.**

**Announcement**

* **UofL PEACC Mobile**: PEACC has a new phone application. It allows people to download to their phone to get PEACC safety information, contacts, and calendars. To get the app a person can go to the APP Store and download “UoL PEACC Mobile”.
* **Title IX** (Committee is chaired by Sam Connally and Larry Owsley): Sam has been appointed the Title IX Administrator and was appointed by the Provost to head an ad hoc committee with Larry Owsley to recommend best practices going forward.
* **Women and Gender Studies** March 22 is the 15th Annual Minx Auerbach lecture. Our speaker is Norma Ramos. Ramosis a longstanding public interest attorney and social justice activist who currently serves as the Executive Director of the Coalition Against Trafficking in Women. The lecture is free and open to the public at the Speed Museum Auditorium, 6 p.m. A reception will follow the lecture. By Nancy Theriot
* **Leadership Conference**: Valerie reported that the Women’s Center is preparing for a statewide leadership conference for female students May 31st through June 2nd. The goal is to bring 200 college age women to campus. Cost for students (which will include lodging) is $55. If anyone is willing to sponsor a young woman, they should contact Valerie.
* **LGBT**: Come Together Kentucky Conference—planning for the statewide LGBT conference is coming together. UofL will host the 16th Statewide Conference on LGBT equality and social justice in Louisville, KY on March 30- April 1, 2012. The goal is 200 students from across the state.
* **Black Family Conference**: Michael Eric Dyson, Ph.D., professor of sociology at Georgetown University, author and radio host, will deliver the keynote address (Saturday night) for the *Dr. Joseph H. McMillan National Conference on the Black Family in America*, March 9-11. Ms. Maxine Waters will also be keynote speaker on Friday night. LaQuandra Nesbitt, Louisville Metro Department of Public Health and Wellness director, will give a luncheon address. Both are charged admission. If you are unable to attend, please send a representative. Please support the conference.

Meeting adjourned.