**COSW Minutes**

April 27, 2012

Page One

**Present**: James Brown, Valerie Casey, Sherry Duffy, Pamela Feldhoff, Jeanne Guerrero, Andrea Gobin, Brenda Hart, Dawn Heinecken, M. Cynthia Logsdon, Missi Moutardier, David Owen, Charles Sharp (for James Brown) Nancy Theriot Tammi Thomas, and Georgette Moore **Guest(s)**: Donna Ernst and Mary Elizabeth Miles for Sam Connally

**Absent**: Laurie Ballew, Nancy Barr, James Brown, Sam Connally, Susan Duncan, Robert Goldstein, Shirley Hardy, Barbara Hanger, Marcia Hern, Casia Horseman, Sharon Kerrick, Nancy Knadler, Sharon LaRue, Ann Larson, Kenyatta Martin, Kathy Pendleton, Margaret Pentecost, Gale Rhodes, Melissa Long Shuter, Mordean Taylor-Archer and Martyna Warren

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

**Presentation AA/EEO Planning Process**: Mary Elizabeth Miles (for Sam Connally). A PowerPoint of the presentation was electronically circulated to the COSW on April 27 pm. Sent to COSW as Powerpoint:

2011 AA Plan Summary w/Charts.2012-04-27 MEM.pptx

**Chair Update**:

* Chairwoman Casey attended meeting for the Women in Academe. Full house in attendance. Casey also has a seat on GPTW Steering Committee. Sam Connally talked about the Chronicle Survey. At about age 65 benefits will be cut. Benefits now extend to age 75. Sam received funding –once retired you have to pay four insurance. Sustainable wage will be raised to $10 per hour. There is a general consensus from GPTW Steering Committee to send recommendation to the Provost. The suggestion that is also applicable to contract employees.
* Chairwoman Casey attended a program with John Yarmuth that he does annually. He talked about the huge debts of college grads. There are federal funds available to help eliminate debt. For more information, inquiries can be made to his office.
* Chairwoman Casey thanked the COSW for sponsoring her attendance at Focus Louisville. The 2.5 day program featured a tour of downtown and Waggoner HS. Casey also met the following:

Entrepreneur and independent film producer, **Gill Holland** who was instrumental in turning the economically depressed and run-down east downtown Louisville area into a thriving arts/design district, now known as “NuLu”. Holland coined the term NuLu and was crucial in land-marking and saving from destruction a block of 100-150 year old buildings in the area. Wayside Christian Mission once occupied a space for two years before finding a permanent location.

* **Americana Community Center** is a 501 (c)3 nonprofit organization that provides a spectrum of services to the diverse individuals and families of the Louisville Metro area, including refugees, immigrants, and those born in the U.S. Services enable people to realize their individual potential, build strong families, and create a safe & supportive community. The great cultural, ethnic and economic diversity of the Metro Louisville community and the neighborhoods surrounding Americana provide a wealth of challenges and opportunities.
* **West End School of Louisville** founded by Robert Blair and his wife Debbie focuses on at risk boys from the west Louisville area.

**RRR**: Women’s Conference 2013 – Pam will join this group. Larry Owsley sends some of his women staff to the Professional Women’s Development conference. They came back and raved about it. Melissa Shuter, Gale Rhodes, Pamela Feldhoff and Valerie Casey are on that committee. They will convene the 3rd Friday in May 2013.

**Communication** : The overall response rate to the survey was 43%; a 5% improvement. The yard signs were intended to encourage participation in the Chronicle. The second COSW Newsletter in now online. A blurb will be posted in UofL Today on Wednesday.

**Integration of Work and Families**: No report.

**Campus Climate**: This committee will be meeting with the University Ombudsman in May. We will examine the trends of women here at the university. The Faculty Senate has an upcoming May election. This committee has a list of ideas similar to the Cherry Pie festival, Ice Cream Social and Movie Night

**Sexual Harassment Prevention**: The Provost appointed an ad hoc committee chaired by Larry Owsley.

**Family Friendly Committee**: Committee is working on a Volunteer Policy that would allow an employee time off for volunteer work. An allowable time off would be 24 hours per employee. Family Friendly Committee is partnering with Get Healthy Now and working on discounts for UofL employees and summer camp opportunities for UofL employees.

**Faculty Pay Equity**: Data is back with department. There are particular codes that departments have to agree are correct before they proceed.

**Nomination Ad Hoc Committee**: Twenty names have been received for nomination to the COSW. Also,

Cindi’s seat on the Executive Board will have to be filled as her term on the COSW ends June 30, 2012.

Valerie, Ann and Andi will be meeting with the President in July. Ann is working on the annual report. Every chair needs to submit his/her committee accomplishments.

**CODRE Update**: CODRE Vice Chair, Charles Sharp reported the upcoming African American Graduation ceremony on May 10 at the J.B. Speed Museum at 4:30. Other highlights included:

* The NPHC coordinator position was advertised;
* All of the Black Greek organizations are now back on campus;
* CODRE has two new members: Dr. V. Faye Jones (Peds-AMBU-UCHS) and Sheila Marable (IT). Marable has agreed to Chair CODRE’s communication committee;
* CODRE new member ad hoc committee is nearing completion of their task to assemble a list of potential candidates that will be submitted to President Ramsey.

Meeting Adjourned.

**The Executive Committee will meet May 11, 2012.**

**The next General Meeting is May 25, 2012**