

## **COSW Minutes**

February 22, 2013

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**Present:** Mimi Bell, Beth Boehm, James Brown, Valerie Casey, Sherry Duffy, Pamela Feldhoff, Kamla Gant, Andi Gobin, Jeanne Guerrero, Brenda Hart, Marcia Hern, Michele Kosiewicz, Ann Larson, Sharon LaRue, Amy Lueck, Kenyatta Martin, Missi Moutardier, David Owen, Margaret Pentecost, Bridgette Pregliasco, Amy Reid, Melissa Long Shuter, Nancy Theriot Guests: President James Ramsey and Provost Shirley Willihnganz

**Absent:** Nancy Barr, Phyllis Clark, Sam Connally, Bob Goldstein, Barbara Hanger, Casia Horseman, Gale Rhodes, Tammi Thomas and Mordean Taylor-Archer

**Minutes:** Written reports served as minutes from January 2013 Meeting. Motion to approve by Brenda Hart; motion seconded by Jeanne Guerrero. The reports were approved.

**Salary Increases:** The President reported beginning work on the budget for the next academic year. He assured the Commission that everything that could be done to give a recurring salary increase to faculty and staff was being done. He was hopeful of an increase being between 3.5 to 4 percent.

**Tuition:** Increases will be held to a reasonable rate

**Voluntary Separation Incentive** – Qualified faculty and staff who are interested in the voluntary separation program may contact confidentially HR by Friday, March 8. An expression of interest is not binding and does not obligate employees who make inquiries to accept the incentive or leave the university.

Eligible employees

- Minimum of seven years of service in a retirement-eligible position at UofL.
  - Any combination of years of service and age that totals at least 75.
  - Any partial year of service counts as a full year of service.
  - Age is attained age as of December 31, 2013.
  - Must be in active employment status as of the “program effective date” on May 1, 2013 and hold a continuing appointment, not subject to a specific termination date.
  - Term faculty and temporary employees are not eligible.
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- The university will pay health benefits for 3 years or until the separating employee reaches age 65.
  - A finalized letter is being drafted—changes may be made before today.
  - CREF representatives will begin talking with interested individuals to see if they are ready for retirement.

- Open forums will be available: two on Belknap, two on HSC and one on Shelby.
- There were questions regarding how individuals who have been RIF'd would be impacted.

## **Bylaws**

The COSW reviewed amendments to the bylaws that were recommended by Pamela Feldhoff and RRR. Recommendations were also analyzed by the Executive Committee before being presented to the full body.

Recommended changes:

- 1) The COSW will no longer ask the President to appoint individuals to fill the vacated seat of a commissioner who does not complete their term. Instead that seat will be declared vacated and the President will be asked to appoint a commissioner for a full three year term.
- 2) The word “typically” was included under the length of appointment (to give the President and the COSW) leeway on appointments and to adjust for any imbalances in membership.
- 3) The COSW restricted membership at eight years plus one ex-officio for the Chair and moved the elections up one month to allow the incoming Chair to have additional time to select the Executive Committee.

A motion was made and accepted to approve the amendments. The motion passed after vote and will become affective after presidential approval. The bylaws will now be corrected and forwarded to the president.

## **Committee Reports**

**Nomination:** Andi Gobin, Chair of ad hoc nominating committee petitioned the full body for names for the COSW Chair position that will go forward to the president to appoint. Ann Larson has agreed to be on the slate. Also noted: six members are rotating off the commission as of June 30. Elections will be held in April for the other EC positions (vice chair and 2 at-large members). Commissioners were invited to provide the names of individuals who would be interested.

**Communication:** Communication Chair Jeanne Guerrero reported that the COSW newsletter is in progress. The goal is to publish in March. She would like to get members to meet in front of *The Thinker* for photographs.

## **Integration of Work and Family Committee Report**

- Kinship Care Series will be developed by Get Healthy Now beginning in May;
- Work/Life Balance webpage is being integrated into HR website. Still being drafted;
- Productive meeting with Diana Zink (ELC); need to determine next steps (UC approval necessary? Who would implement and coordinate?);
- Expect benchmarking of work/life balance policies to be done by our next meeting;
- Updates from GPTW Work-Life Balance Committee ○ GPTW Family Friendly policies committee has been renamed Work-Life Balance

Committee to better reflect its focus and priorities; ○ Flexible Scheduling Guidelines have been integrated into the personnel policies; ○ Community Service Leave policy pilot implementation has been delayed pending review by the Board of Trustees;

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○ Benchmarking planned regarding reduced faculty appointment option completed; ○ Work-Life Supervisor of the Year award is in development.

Submitted by David Owen

### **Pathways Conference Update**

- The Pathways website has gone live (see <http://uofl.me/PathwaysConference> for more information);
- The program fee is \$99 but half scholarships will be available for faculty and staff (graduate students will be considered on a case by case basis);
- Deans and VPs are being asked to send their people and approve supervised leave.
- New flyer advertising the conference has been published. PDF copies will be circulated to the COSW.

### **PEACC Update**

- **SPEAK OUT!** Search FACEBOOK for “*SPEAK OUT*” and log in to add your anonymous entry to the collective voices on the issue of violence.
- **Engaging Men Week:** March 25-29. Activities will focus on men and providing opportunities for men on campus to think critically about their masculinity and role in the community.
- **Sisters In Healing:** April 12-13. Sisters in Healing is a local organization working to support victims of violence. They will host an arts-based healing retreat for survivors of sexual assault and domestic violence at Mount Saint Francis Retreat Center in New Albany.

For more information on PEACC activities visit their site at [peacc@louisville.edu](mailto:peacc@louisville.edu).

### **Announcement**

Women's & Gender Studies Annual Minx Auerbach Lecture Series will present Dr. Vandana Shiva. Dr. Shiva is a physicist, philosopher, international renowned activist for biodiversity, environmental activist, author and eco-feminist who will address "*Violent Economic 'Reform' and the Growing Violence Against Women*" on March 4, 2013 at 5:30PM in the Swain Student Activities Center Multipurpose Room.

Meeting adjourned.