

COMMISSION ON THE
STATUS OF WOMEN

*COSW General Meeting Minutes
Friday, February 26, 2016
University Club*

Present: Jill Adelson, Delaina Amos, Beth Boehm, Kenny Brown, Valerie Casey, Ginevra Courtade, Fannie Cox (for Vickie Bridgeman), Debbie Dougherty, Sherry Duffy, Sally Evans, Heather Fox, Seana Golder, Jeanne Guerrero (Chair), Jennifer Hall, Wayne Hall, Ann Larson, Keri Mathis, Tawana McWhorter, Desrie Nisbett, Kim Noltemeyer, Jessica Roth, Melissa Long Shuter, Zhihui Sun, Angela Taylor, Nancy Theriot, Deborah Wade, Maggie Walker
Guests: Kate Snyder, Brittany Inge, Sarah Nunez, Erendira, Eileen Marquez

Absent: Victoria Allen, Ellie Fridell, Bob Goldstein, Erica Gray, Katy Hopkins, Jeanell Hughes, Michele Kosciwicz, Virginia Hosono, Jeanell Hughes, Kim Maffet, Kenyatta Martin, David Owen, Natalie Pazquenza, Meg Peavy, Tamara Russell, Mechelle Stoner, Mordean Taylor-Archer, and Carla Vidoni

Welcome

Chair Guerrero welcomed commissioners and guests.

Minutes

The December 2015 minutes were approved.

Announcements

Chair Guerrero announced:

- She and Vice Chair Adelson will meet with President Ramsey on April 15;
- Work groups are diligently working on the COSW annual report;
- She represents COSW on the Diversity Task Force. The group consists of representatives from COSW, CODRE, the Senates and constituency groups. The Task Force has CODRE's and HLFSA's recommendations. Prof. David Owen is representing COSW today at the Task Force meeting.
- COSW received Carry Over funds and EC is reviewing proposals for appropriate use.

Lactation Workgroup Results - Kate Snyder and Brittany Inge

Ms. Kate Snyder and Ms. Brittany Inge shared results from the Lactation Work Group study. The Work Group is comprised of representatives from the Women's Center, COSW and Get Healthy Now staff, and has been working behind the scenes to spread the word about University guidelines. The study assessed perceptions of support for breastfeeding and lactation, overall wellbeing and job satisfaction at UofL. The report noted a wide range of responses, identifying many challenges. A list is compiled of lactation site locations for both campuses. Guidelines are available, but there is no official policy. Website access confirming available locations should be advertised, along with information provided to new hires. Chair Guerrero will include this item on her agenda for the meeting with the President.

Luna y Flor

Prof. Sarah Nunez thanked COSW for their support of *Luna y Flor*. The COSW funding helped provide art supplies and healthy snacks during exam week. Activities that week included mindful meditation, sessions to help build strength by respecting one's body and building upon each person's ancestral past while understanding the connective nature with others. Faculty, staff and students participated in activities. To share one of the healthy snacks provided at *Luna y Flor*, she and her student/staff then made smoothies with healthful ingredients (e.g., fruit, Cacao, Acai powder, Chia seeds) and distributed a flyer with superfood descriptions.

Committee Reports

Committee chairs distributed committee progress reports and shared brief updates (copy available upon request).

Updates

HRAC

Jill reported:

- AVP HR search has narrowed to eight candidates with interviews scheduled in March.
- Mandatory performance reviews are due April 15. Performance management training identified 1000 staff for training; 490 are in training. It was suggested that Jessica inquire about the information collected at supervisor training.
- Regarding inclement weather, HR is working with Physical Plant to 1) better identify essential employees; rework job descriptions; and provide food and overnight accommodations as necessary. Physical Plant relies on employees to volunteer when the University is closed during inclement weather.
- Based on the staff salary survey, 125 positions were identified for reclassification. HR is working with Ann Hewitt to match those with the market and costs.
- HR is teaming with Fidelity to create a retirement readiness program.

Faculty Senate

Seana reported Faculty Senate held discussions about the internal Provost search underway, noting concerns with the process involved. The January meeting presentation by Harlan Sands is available on Faculty Senate's website. President Ramsey and Provost Pinto attend every faculty senate meeting. The meetings are open and noticed to the campus community; she encouraged others to attend.

Staff Senate

Kim noted Harlan Sands, Jeanell Hughes and Alyse Smith attend Staff Senate meetings. VP Facilities down to last 2, but one dropped out. SGA made presentation about SAC renovations – escalators will be removed due to maintenance costs; elevators remain. s. Reason: There is a new process for electronic background checks – the applicant completes online. Paystub printing has been made easier. Tuition remission process has simplified. Online W4s soon will allow employees to change information online.

CODRE

Fannie Cox reported that Marvin Mitchell met with CODRE and reported overall increase in international students and students of color. Graduate rates improved. Athletics hired a social worker and a psychologist. CODRE also heard a presentation by NSBE students. CODRE is accepting undergraduate and graduate research applications. Beth Boehm (SIGS) and Pam Feldhoff (VP Research) provide the funding. Spring 2016 Newsletter will spotlight student award recipients from 2015-16. The Transformation Tea is scheduled on April 11. All are encouraged to attend. The Staff Concerns committee is working with HR and Staff Senate representatives regarding Physical Plant concerns. CODRE has representatives on KSSW and Dentistry dean searches. Both are underway. The Diversity Programming Committee has depleted its budget by sponsoring many worthwhile programs on campus.

DPS

Wayne reported sergeant position interviews were held, and Oscar Chavez selected. Wayne will introduce commissioners to Oscar at an upcoming meeting.

PEACC

Jeanne welcomed Sally back. Sally noted the Cards Safe Client Survey has been distributed with a deadline of March 18. Nationally sexual assault month is coming up. Upcoming events include the annual signature of Take Back the Night – March 30. There are an interesting number of bills in Kentucky legislature. The Student Services Annex will be demolished and will relocate to old game room in the Swain Student Activities Center during Summer/Fall.

Women's Center

Valerie shared upcoming event dates:

- **“Beautifully Blended: I am Me. Celebrating the diversity & cultural harmony of multiracial women;”** Wednesday, March 2; Noon-1pm, Cultural Center (lunch provided)
“What are you?” A look at the identity issues, stereotypes and perception of beauty that mixed women face.
- **Women's Suffrage March Reenactment;** Thursday March 3 - 12:15- 1:15, Women's Center
AAUW at UofL is beginning our celebration of women's history month by hosting a women's suffrage March reenactment. Short history lesson @ the Women's Center, march around campus; and enjoy some hot chocolate!
- **Kentucky Women's Book Festival;** Saturday March 5th - 9:30 a.m. (meet 'n greet);
1st session starts at 10:00 a.m., U of L Ekstrom Library
10-year anniversary - full slate of author presentations, book signings and mingle with fellow book lovers. Wine and cheese reception at the University Club.
- **4th Annual International Women's Day, Cultural Awareness Event;** Tuesday March 8 - 6-9pm, Red Barn
Celebrate Women all around the world with international food, cultural performances, presentations and more! All are welcome.

Pathways Women's Leadership Conference – Melissa Shuter

Melissa reported Pathways Conference is May 20. The topic is Leadership wayfinding. Kathleen Smith is the starting speaker. Pending confirmation, Judith Rowden, president Rockefeller Foundation will be the speaker. Registration will open in March. Sponsored by COSW and CODRE. HR continues to support. Registration is \$99.

COSW Speaker Commitments

Chair Guerrero noted the upcoming schedule for speakers.

- March 25 – Marie Kendall Brown ([Lean In](#) book – reminder to read your book distributed in December)
- April 22 – Leslie Strohm; Human Trafficking – Soha Saiyed
- May 27 – Delaina Amos; Kim Noltemeyer
- June 24 – President Ramsey

Old Business / New Business

There was no old/new business.

Adjourn

The meeting adjourned.