

Present: Nancy Barr, Mimi Bell, Beth Boehm, James Brown, Valerie Casey, Phyllis Clark, Sam Connally, Sherry Duffy, Kamla Gant, Robert Goldstein, Barbara Hanger, Brenda Hart, Marcia Hern, Casia Horseman, Michele M. Kosiewicz, Ann Larson, Amy Lueck, Wendy Metcalf, Missi Moutardier, David Owen, Margaret Pentecost, Amy Reid, Melissa Long Shuter, Mordean Taylor-Archer Nancy Theriot, Tammi Thomas, and Georgette Moore **Guest(s):** None

Absent: Jeanne Guerrero, Pamela Feldhoff, Andrea Gobin, Sharon LaRue, Kenyatta Martin and Gale Rhodes

Welcome and Introductions

Minutes: Minutes from the May 25 and June 22 meetings were deferred to the August meeting. Both were approved.

Chair Update: Valerie, Ann and Andi met with President Ramsey and Provost Willihnganz and gave a recap of the Commission's year. The report was pulled from committee goals, task force report and includes sponsorships, etc. The President and Provost were advised that the Cohort brochure that gives comparison information for women and women of color is available online.

- Committee chairs were asked to submit their new goals;
- VP Tracy Eells has implemented an Academic Leadership Program of senior level administrators;
- A faculty mentoring website is online and Dr. Eells is addressing mentoring accountability and effectiveness for faculty;
- HR has implemented an EEO/AA process that will determine the availability of women and minorities in employment pools for hiring;
- There has been an increase in the number of women in leadership positions: Susan Duncan, Interim Dean at the Law School, Beth Boehm, Interim Dean, School of Interdisciplinary and Graduate Studies (SIGS); Toni Ganzel, Interim Dean, School of Medicine, and Dr. Jill Suttles, Associate Dean, School of Medicine Faculty Affairs;
- Faculty Salary Equity Study methodology has been approved and HR is able to move forward with the study;
- COSW sponsorships were the Purdue Conference for Pre-Tenure Women, Pride Week, Tauchau, V-Day, etc.

Focus Areas –

- The COSW will continue monitoring the hiring of women and searches for leadership positions. We will continue to advocate for women and people of color on search committees;
- Endorse the use of Consensus in search committees to assist in evaluating a diverse applicant pool;
- Support GPTW and developing a leadership academy 2012;

- Endorse mandatory sexual harassment training;
- Eldercare workshop and Get Healthy Now;

Pathways Conference: The COSW is sponsoring Pathways Conference for Women Leadership Development. The Conference will be May 17, 2013. The planning committee is looking at a panel of speakers. One person has confirmed. It is hoped that the full panel will be set by the end of August. The event will be staged at Shelby Campus. More details will be available next month.

Communication: Jeanne was unable to attend the meeting today but the following information was provided. This year the Communication committee has worked on yard signs that promoted the Chronicle Survey, the second edition of the COSW newsletter, and most recently collaborated in COSW updating the COSW website that went live on Friday.

RRR Update: The RRR Committee has not met but Pamela plans to schedule a meeting for August 31. Committee members are Boehm, Faul, Gobin, Goldstein, Hanger, Hern , Horseman and Taylor-Archer. Pamela is spearheading selection committees for the Purdue Pre-Tenure Women Conference and for the HERS Conference. Nominations of persons interested in either of these two conferences should be sent to her attention.

Campus Climate: Campus Climate hoped to mandate sexual harassment training for all UofL employees. They forwarded their recommendation to GPTW. Members of Campus Climate met with the University Ombudsman to determine if there were trends related to gender.

Affiliated Reports –

PEACC Update: Mark your calendars for Take Back the Night. TBTN program will be on September 25, 2012

Staff Senate Update (August 2012)

AT the last meeting of the Staff Senate new officers were elected as follows:

Office of the Chair: Dhiane Bradley
 Office of the Vice Chair: Christian Gamm
 Office of the Secretary/Treasurer: William Armstrong

Additionally, it was proposed and the motion carried that the AMO committee be restructured into two separate committees. These committees are now known as “Campus Morale & Community Outreach and “SHARE”.

Amy Reid

Commission on Diversity & Racial Equality (CODRE)

Chair Comments 8-24-12

1. CODRE's New Member Orientation was held on July 24, 2012—New members received CODRE's first handbook
2. Annual Report is in its final stages of being finished
3. CODRE Chair and V. Chair w/meet with the President on August 28, 2012
4. President's Exemplary Multicultural Teaching Award recipient is Dr. Manuel Medina of Modern Languages – He will receive the award at the President's Celebration of Faculty Excellence B & W Room on 9/11/12 at 5:30 p.m.

James Brown

Faculty Senate Update

August 24, 2012

The Faculty Senate does not meet in August. Joe Steffen will Chair the first meeting of 2012-2013 which will be September 5, from 3:00P - 5:00P in the Ekstrom Library Choi Auditorium.

Pamela W. Feldhoff, Ph. D.

Associate Professor

Biochemistry & Molecular Biology and

Vice Chair of Faculty Senate

Associate VP Research & Innovation

COSW Report – Human Resource Advisory Council

August 24, 2012

Presented by: Margaret Pentecost

- Criminal Background Checks & Credentials Verification
 - Finalist Vendor Truescreen
 - New Requirement from NIH to verify MD degrees, even if not terminal.
 - Discussion: Should UofL adopt a credentials verification policy for staff employees?
 - Discussion: Should UofL support legislation to eliminate the CBC for student employees?
- Proposals ready to evaluate for COBRA & Direct Billing and Flexible Spending Account debit cards (currently both Chard Snyder). Two proposals, one evaluation team. A subgroup of HRAC is reviewing the proposals.
- Health Plan RFPs – HRAC members welcome, separate from COBRA/Flex RFP team.
 - Health Plan + Wellness Partner (UHC + Health Fitness Corp)

- Wellness Vendor (Separate RFP pending evaluation of health plan proposals)
 - Disease Management Vendor (Separate RFP pending evaluation of re-building disease management program on a non-contractual basis with ULP, ULH, and HR).
- Health Plan Budget Issues
- Goal is to minimize employee premium increases
 - Health Plan RFP – assess potential for market-driving savings
 - Plan Design Considerations
 - Discussion: Capacity and referral issues with Cardinal Care
 - Proposal to eliminate Cardinal Care as separate option
- Humana Gym
- Discussion of employee usage, health plan considerations, and intramural usage.
 - Logistics and policies are still being worked out.
- Family Member ID Card Proposal – Similar to an employee ID to use UofL facilities.

COSW Report – August 24, 2012
AlcoholEdu/Haven Task Force
Prepared by: Margaret Pentecost

The AlcoholEdu/Haven Task Force met twice a month from October 2011 to March 2012. After a thorough review of policies, procedures, funding, implementation, and IT programming; the task force agreed that a Fall 2012 implementation timeline was not viable. However, the task force has discussed and made recommendations for several of the issues that confront the project. Continued funding is a key piece in ensuring the sustainability of the project. In a year of budget cuts, the task force recommended that the project be put on hold until more permanent funding could be established.

- Dale Billingsley, Amy Seng and Heather Parrino met with Keith Inman and Jessica Indrigo to discuss fund development for human capital, implementation, and integration for the AlcoholEdu/Haven initiative. These discussions will continue.
- The Department of Education will be increasing compliance and enforcement of the Drug Free Schools and Communities Act (Part 86)
- National Association for College and University Attorneys NACUA Note issued to clarify Part 86 requirements for campuses
- DOE will cease funding the Higher Ed Center support resource for campuses in the midst of increasing enforcement and it will close on August 31, 2012
- AlcoholEdu/Haven is a foundational piece and will provide data for educational requirements, reinforce policy messaging, and an annual executive summary that will support requirements for Part 86. AlcoholEdu/Haven will not cover all requirements listed under Part 86.

Heather spoke with Helen Stubbs at Ever-Fi as we were gathering information for Part 86. Helen mentioned that they are updating Haven to include:

1. Information about Title Nine coordinators
2. Information about filing a grievance
3. Increased focus to insure that campuses are in full compliance

Helen mentioned that although DOJ funding cannot be used to fund Haven, the data from Haven can be used to demonstrate that an institution is in compliance with the DOJ grant.

- There are two additional services that are provided by Ever-Fi.
- Dale and Heather are gathering more information regarding these resources:

We just received news that Heather Parrino received a [grant from Beam and Brown-Forman](#) to continue alcohol-education programming at the University of Louisville and the University of Kentucky. The funding from Brown-Forman and Beam will not support the online AlcoholEdu/Haven programs, but it will support the integration strategies that we implement using the data.

COSW 8-24-12 Meeting - Alcohol Edu Haven Task Force (8-24-12 written report)