

COSW Minutes

November 30, 2012

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Present: Nancy Barr, Mimi Bell, James Brown, Phyllis Clark, Sam Connally, Sherry Duffy, Pamela Feldhoff, Andrea Gobin, Jeanne Guerrero, Barbara Hanger, Brenda Hart, Casia Horseman, Michele M. Kosiewicz, Ann Larson, Sharon LaRue, Amy Lueck, Kenyatta Martin, David Owen, Margaret Pentecost, Bridgette Pregliasco, Amy Reid, Mordean Taylor-Archer, Tammi Thomas, and Georgette Moore **Guest(s):** Kenny Brown and Wayne Hall

Absent: Beth Boehm, Valerie Casey, Kamla Gant, Robert Goldstein, Marcia Hern, Wendy Metcalf, Missi Moutardier, Gale Rhodes and Melissa Long Shuter, Nancy Theriot,

Welcome and Introductions

Minutes: A motion to approve October minutes was made by Bridgett Pregliasco and seconded by Andi Gobin. The motion passed.

Chair Update:

Presentation: Dianna Zink reported that the EL Center has achieved their highest enrollment – 152 of 156 spaces are filled. Thirty infants are on the waiting list. The center is licensed, meeting all required teacher pupil ratios, and is planning for NAEYC (National Association for the Education of Young Children) accreditation by the end of next year. Among other accomplishments they have:

- Hired an outstanding staff;
- Replaced carpets, improved the playground, sandbox, basketball hoop (designed for toddler children. (Circulated pictures of children involved in activities: marimba, yoga, etc.);
- Dr. Petra Kerns is teaching a hybrid course online for UofL. Kerns set up family drum circle at the center. Jacobi-Vessels and her students attended and observed. There is also work with Allen Smith a speech pathologist who came (with his students) and worked with the children;
- Dr. Carla Vidoni, researcher on inner ear has developed a mind and motion study.
 - The study combines brain and body training. They accomplish this in part by correcting deficiencies and increasing performance of the child's vestibular system, or inner ear.
 - Candace Mayer may be contacted for more information at mimlearning.com (website);
- The Blue Apple Players will visit the center. The Blue Apple Players is a nationally acclaimed nonprofit, theater company producing original educational musicals and programs that engage young people;
- The gift given by the COSW was used to purchase a television, DVD player and cart. Was recently used as an instruction tool for yoga for the children.
- Diversity – EL Center purchased a world map. They will put a pin for every nation represented at the Center, not only for children but faculty and staff from UofL.

Committee Reports

RRR: The Committee received four very impressive applications to attend a Higher Education Resource Services (HERS) Institute in 2013. An announcement will be made soon. RRR will meet at the end of the meeting today to finalize goals.

Communication: This committee has made progress with their goals and will finalize them today. Communication also plans to begin work on the COSW Spring Newsletter.

IW&F: IW&F hopes to wrap up work on benchmark policies.

Campus Climate: Campus Climate has worked on goals. They will meet today and finalize one.

HRAC – Community Service Leave was approved. It will be launched January 1, 2013 as a pilot. The Provost has added the Living Wage policy to goals reported to the BOT; the hope is to implement January 31, 2013.

CODRE Update: CODRE Chair, James Brown reported that he would be meeting with Student Affairs Vice President, Tom Jackson and others to discuss issues related to students. He invited anyone on the COSW who would like comments or questions presented at that meeting to submit to James or Georgette. Additionally,

- CODRE is moving forward with their website update;
- Brown will attend an Executive Leadership meeting on Monday, December 3. He will share information learned at that meeting with his EC board;
- At the next CODRE general meeting, Dr. Lundeana Thomas will make a presentation about events planning for MLK observance. The African American Theatre Program is planning its Martin Luther King, Jr. Commemoration on Monday, January 21st at the Playhouse. This particular Commemoration is especially important because it is the 150th Anniversary of the Emancipation Proclamation and the 50th Anniversary of the 1963 March on Washington and it is the inauguration of the first Black President to serve two terms as President of the United States of America.
- COSW and CODRE chairs have discussed doing a joint meeting possibly in the Spring.

Staff Senate: LLO addressed the Staff Senate regarding green space and implementation. A question was raised about the use of Crawford gym. Humana gym is currently used for *Get Healthy Now*. It will be the primary facility for faculty and staff. HSC's fitness facility is open for faculty staff and students.

PEACC: Sharon LaRue reported that she now has a new employee, Sally Evans. Evans was previously worked at UK. She has been invited by Sharon to attend a COSW meeting. She could not come today but will meet the Commission in January 2013.

Faculty Senate: Will meet next month.

Faculty Pay Equity Study: Reported that they ran into snags, 1) with software and 2) audit notice. Notice was sent to academic deans. First data outcomes will be available to committee next month.

Announcement: The ECS Women's Empowerment Luncheon on November 14 at which the Mary K Bonsteel Tachau award was presented to Professor Shelley Santry, was a very lovely event. COSW and others provided the funding for the Tachau award. Three students received the M. Celeste Nichols Award. Funding was provided by CODRE and others. They are:

- Erin Ruth McCoy; Major: Ph.D Humanities (emphasis on Cultural Studies). She will attend and present her research at the Humanities Education & Research Association (HEAR) Conference in March 2013, Houston, TX. Her dissertation will focus on how popular music lyrics inform our understanding of American cultural history during the Vietnam War era;
- Laneshia R. McCord; Major: Social Work, Doctoral Candidate. She will attend and present at poster at the Gerontological Society of American Annual Scientific Meeting, November 2012 in San Diego, CA. Her paper, "Attention HIV: Older African American Women Define Sexual Risk Behavior."
- Erica Caton; Major: Social Work, PHD Program. Cost of her training at the PhotoVoice Training Workshop (Photovoice is a participatory social-action research methodology), in London, England, Spring 2013.

Crit Luellan was keynote speaker for the luncheon. As always she was very impressive and motivational.

Follow up/meeting with President and Provost: On November 21, 2012 Valerie sent action items to the Provost including a list of six (6) recommendations requesting that they be relayed to the chief academic officers.

SWOT & Academic Strengths - two questionnaires: The first is a traditional SWOT analysis (strengths, weaknesses, opportunities and threats) which is designed to collect your thoughts about the most significant opportunities and challenges facing the University. The second questionnaire is designed to initiate a discussion about the University's existing and potential academic strengths.

Family Friendly Updates: There were no new updates.

GPTW: GPTW is working on goals and strategies for 2013. They expect to complete the task December 2012.

Professional Development Committee: Group will focus on parallel leadership academy that Tracy had done for faculty. HR has agreed to fund that. Pathway Leadership conference will be on May 17 and open to faculty and staff.

DPS Update: Major changes are taking place. Major Bringhurst is retiring. He will be taking a position at Murray State. DPS will be looking to find a replacement.

- **Crimes:** There has been a series of robberies in Province. Perpetrators are waiting for people to come out then rob them. Persons involved—students from Doss HS—were caught.
- Bicycle thefts have reduced significantly. One theft on HSC—the bike was not secured.

Nominations: Andi reported that she had recently been asked to oversee the nominations committee again. There will be several seats on the EC that have to be replaced. The COSW bylaws need to be changed.

Administrative Positions: Critical administrative positions will be filled. COSW membership is encouraged to attend open forums to ensure that search pools are inclusive of women and people of color.

Adjourned.