

COSW General Membership Meeting

*Friday, October 24, 2014
12 p.m. – 2:00 p.m., UClub*

1. Vice Chair's Welcome and Announcements

- General updates
- Meeting with the President, Provost, and Mordean Taylor-Archer on December 4th
 - Going to follow up about a meeting with the entire commission and if it will possibly be a joint commission meeting with CODRE or separate.

2. Presentations

- Deborah Dietzler- Associate Vice President for Alumni Relations and Annual Giving
 - When looking at the job opportunity she was very impressed with the initiatives to make sure that women had a powerful place in the workforce.
 - Deborah has had a childhood where she was encouraged that women can do whatever they want.
 - Bachelors in English from Hofstra and an MBA from Texas A&M. She was a minority along with the other 2 women in her program there. This is where her passion for women and leadership began.
 - She is working on her doctorate now- and is concentrating widely on the women in higher education. In Alumni Relations most of the staff is female, but the number 1 job in Alumni is mostly held by a man.
 - This passion goes deeper than just her job, but she has 4 nieces and wants these problems to be addressed for their future.
 - Very excited and very eager to work with this group on anything that she can do to support women.
 - Alumni Association "to-dos":
 - First thing we have launched is a Card Writing program to congratulate students that have just recently received their acceptance letter.
 - a. This will help to show alumni that we are not always asking for money and you don't have to be able to attend and event to show your love for UofL.
 - b. Will also add in graduating seniors as well
 - Also want to implement Alumni Advice and place it on the internet and also associate it with graduation activities.
 - Strengthening relationship with athletics is also on the agenda. We want to cover the entire span of athletics, including women's sports. Wants to alumni association to be communicating that we have great sports here played by both genders!

- Wants to emphasize more things in the chapters, and grow a more robust event schedule.
 - a. Run for the L of it- 5K for runners. Only had about 200 last year, but wants to have much more.
 - Outreach to students is also something that is to be increased. Also wants to add in a mentor program- which will help college success rates.
 - a. Joining UofL is to join a family
 - Cardinal 100- fastest growing businesses owned or operated by UofL graduates.
- Annual Giving:
- Always here that they are the people asking them for money, as if it is a bad thing. They will never apologize for asking for the need for privately funded money.
 - Wants these ideals to change to more of a privilege, duty, and sense of appreciation for the people to want to give back to an outstanding appreciation.
 - Annual Fund is performing well at UofL. Performance is about 14% which is above the average of 11%. While they are pleased with performance they will not quit!
 - Help us by debunking all the myths about “only caring about money” and thanking people who are contributing because it means so much to us and the University.
- Questions:
- What is the directive for minority alumni?
 - a. There was a great participation for African American Alumni Group during the homecoming events. She would like to think that she can incorporate this into the other alumni events. Wants to be careful that they focus on all minority groups. They do not have a lot of staff upstairs and no budget for this, but want to support the University throughout.
 - As a department chair, it is frustrating not to get information on their recent graduates. They do not want to get money, just want to know what they are doing.
 - a. There is an institutional policy on the sharing of data. She is able to find these things, but cannot provide it due to a policy that does not allow her to. She is working on it. Figuring out why this policy was placed in the first place is imperative and that is something that she is working on. She has only figured out about this about 3 weeks ago. Trying to actively crack these silos.
 - What are you finding unique about UofL and how will you use them?
 - a. One thing that is incredibly awesome to her are the number of stories she hears about people not being able to afford college or go to college if it weren't for UofL. She feels that UofL is very transformative and a difference is being made every day in students' lives.
 - b. An overall Louisville thing is the acceptance of the community, particularly of the LGBT community. This is very different from Athens and she really feels so inspired about being in a place that is not judgmental, and much more accepting of others.

- Does Alumni follow the Medical Residents?
 - a. From a giving perspective they do. They may not fall into a degreeed alumni category, but she is unsure how they are coded but does know that there are closely involved in the University and should be included.
- May of 2013 graduates are called in 2014 and asked for donations when they still have student loans. This is a turn off to many. How can this be addressed, and keep alumni involved without donations?
 - a. There is an ongoing problem with this because some schools have less debt upon graduation than others. She is working on the call center scripting and making it so that they understand recent graduates are paying back student loans but if they are ever in the position to donate it would be appreciated. She hopes that things like the card writing program and acknowledgement will pull the young alumni in.

3. Important Dates

- Women's Empowerment Luncheon-November 13th from 11:30am to 1pm
 - 6 Seats are open
 - Please let Aleque know if you would like to attend

- 4. COSW Meetings:*** Noon – 2:00 p.m., University Club
- November 28 – no meeting, Thanksgiving holiday
 - December 5
 - December 26 – no meeting, winter break holiday
 - January 23
 - February 27
 - March 27
 - April 24
 - May 22
 - June 26

5. Committee Reports

- Establishing Committee goals for 2014-2015
- Chairs please email these to us so that we can be updated on everything.
 - Campus Climate- David Owen
 - Goal 1: Determine current requirements for sexual harassment prevention training for faculty and staff, and propose changes as necessary. (Integrate cross-cultural component? Propose on-going training?)
 - Goal 2: Work to establish mandatory sexual harassment prevention training for all new UofL students.
 - a. ACTION: In a collaborative effort with GPTW - Integration of Work and Family and Campus Climate continue to monitor the sexual harassment training mandatory for students, faculty and staff. Continue to examine ways to identify and address "bullying".
 - Goal 3: Review results of The Chronicle Survey from 2014 and make recommendations.

- Goal 4: Determine what the university provides to students and families regarding affiliated housing in regards to Title IX requirements.
 - a. ACTION: Discussed response and reporting of Title IX incidence at The Bellamy, The Province, and Cardinal Towne. These are considered affiliated housing and patrolled by LMPC. Inquire into status of this.
 - Goal 5: Develop a plan for educating the campus community about UofL SART (Sexual Assault Response Team) protocol, faculty and staff discrimination and harassment policy and sexual misconduct policy for students, and urge its adoption.
 - Goal 6: Determine whether the University collects longitudinal data regarding numbers and types of inquiries to the Ombuds Office, the Faculty Grievance Officer, the Staff Grievance Officer, and BIRT (Bias Incidence Response Team). If no longitudinal data is collected, urge that such records be compiled. Examine data for trends and make recommendations.
- Communications- Mimi Bell
- Met today and are in the process of discussing goals.
 - Going forward with website and finding a dedicated resource for updating the website as much as we can.
 - New Member Orientation was October 2nd and it went really well.
 - Putting together a News Letter
 - a. ELC accreditation will be in there
 - b. Women's Empowerment Luncheon
 - c. LGBT Cookout Event
 - d. If anyone else has information they would like to see in the News Letter please send to Mimi Bell.
- Integration of Work and Family- Jill Adelson
- No updates
- Recruitment, Representation, & Retention- Michelle Kosiewicz
- Updating the Cohort brochure: receiving and reviewing data from this year, as well as data from the past 3 years to look at and analyze.
 - a. Possibly putting the cohort on the web? Need to establish why it is for the President and Provost eyes only.
 - Working on a variety of nominations for women in leadership position- right now it is the HERS leadership programs. Deadlines for this are November 14th for UofL and a December 1st HERS deadline.
 - Expanding horizons to medicine, engineering, or other leadership programs that are co-ed to sponsor women
 - Looking at associate professor movement with Tracy Eells and the programs that are associated with that
 - Would like to have a representation on all Dean search committees and above.
 - Action: Need to get this information out across the University so that what we are doing is reaching out to everyone. Need to figure out how to get the message to the people so that it resonates.
- Ad Hoc Committee- Tachau Gender Equity Award
- Judge Jerry J Bowels has been nominated and will be receiving the award at the women's empowerment luncheon.

- First man to receive this award.
- Ad Hoc Budget Committee-Melissa Shuter
 - Working to identify the past 3 years of expenditures trying to figure out budget trends. Helps to determine how to use budget effectively.

6. Affiliated Committee Updates

- Great Places to Work
 - Did not meet, but campus climate and great places to work survey information has not been released
- Faculty Senate
 - No update
- HRAC Update – Jeanne Guerrero
 - Open enrollment has started. Tuesday and Wednesday there is a vendor fair in the HR building.
 - Enrollment ends on the 31st of October.
 - If you are going to do a Flex Spending Account you have to go on and make the changes
 - There are no major changes as far as rates/providers
- CODRE Update-
 - We will be having a conference day on Disability in the spring if you have any suggestions or want to get involved
 - November 4th CODRE is co-sponsoring a diversity fair on HSC Campus.
- PEACC-Sally Hayes
 - November 18th PEACC is celebrating 15 years at the UClub from 4:30 to 6:30
- Women’s Center-Jamieca Jones
 - Women’s Empowerment Luncheon is November 13th
 - Also Start Smart to teach women how to negotiate salaries and other work force aspects: November 7th at 2-5 Ekstrom Library room 117A
- Staff Senate
 - No update
- Women’s Pathways Leadership Conference-Melissa Shuter
 - Talk about issues the effect women at the University of Louisville (any employee)
 - In the planning stages: This years theme is Strengths
 - Please send speaker ideas to Melissa a m.shuter@louisville.edu or Aleque and amnove01@louisville.edu
 - It is a new conference every year! Repeat attendance is encouraged.

7. Miscellaneous

- Sponsorships

8. Old Business

• Old minutes for approval, so moved Jessica Roth, second Melissa Shuter. Approved.

9. New Business

10. Adjourn-1:38pm

Next Meeting: December 5th, 2014