

COSW General Membership Meeting

Friday, September 26, 2014

12 p.m. – 2:00 p.m., UClub

Ballroom A

1. Chair's Welcome and Announcements

- General updates
 - Welcome! This is the first commission meeting of the academic year. We thank you for your patience and attendance to this meeting.
 - Aleque Novesl is helping with commissions while Georgette is on leave. Her email is amnove01@louisville.edu and phone is 852.2029
 - If you have questions or need anything feel free to contact her, Chair Ann Larson, or Jeanne Guerrero.
 - Executive Committee Members
 - Please remember to RSVP to Aleque for meetings
 - Thank you to Kenny Brown & Wayne Hall

2. Presentations

- Provost Staff Leadership Academy Presentation on Telecommuting
 - These individuals were selected from a competitive pool and created a capstone on telecommuting.
 - Thank you to Sam Connally for allowing COSW to invite them to our meeting to present.
 - Kristen Armstrong, Felix Garza, Colleen Gettys, Vicky Patterson, Yvette Stith, Erica Stith DeSha, Tina Pierce, & Joanne Webb.
 - Definition of telecommuting: refers to a work arrangement in which the employee is approved to perform his or her work duties away from the usual place of work for an extended period of time.
 - a. Deals with flexible scheduling which is based on hours rather than location.
 - b. Conclusion: UofL should make telecommuting an option for work employees
 - COSW originally made the recommendation for flexible scheduling.
 - Questions:
 - a. Was trying to log into the university network and problems associated with that considered?
 - i. This is a future issue that has not been yet considered
 - b. Does this include people that do not want to fully telecommute?
 - i. Yes—this could be for those who just need a few days a week.

- c. 620 garage camera helps to see up and down Jackson. These are a good investigative tool but they do not have the staffing to watch them.

3. *New COSW Members*

- Erica Gray, Academic Counselor - Upward Bound
- Dr. Delaina Amos, Chemical Engineering – Speed School
- Jessica Roth, Development Associate, Senior - VPUA Development
- Dr. Jill Adelson, Asst Professor Educational Counseling & Psych-CEHD
 - New Member Orientation-October 2nd at the UClub from 11:30am-1:30pm
 - Mimi will facilitate with EC Members

4. *COSW Meetings:* Noon – 2:00 p.m., University Club

October 24

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

5. *Committee Reports*

- Establishing Committee structure and goals for 2014-2015
 - Committee sign-up sheet
 - *See attached*
 - Share committee draft goals
- Campus Climate- David Owen
 - Just took it over about a week ago! Encourage you to sign up for the committee
 - Bob Goldstien as asked that the committee review the Great Places to Work Survey
 - Training for sexual harassment is also on the list
 - Goals are to be determined
- Communications- Mimi Bell
 - Generally work with new member orientation.
 - Work with Newsletters–We are trying to produce these semi-annually
 - Talks about events on campus, particularly ones that we are involved with.
 - Fixed sponsorship form. Technical difficulties are fixed, but should you have any questions or problems please let Mimi know.
 - We want someone that is dedicated to adding information to the COSW website. We have been in the process of updating it. Mimi is in communications with IT to follow through.
 - Please sign up. It is a wonderful committee to be a part of. You get to learn about many different organizations on campus.
- Integration of Work and Family- Jill Adelson

- Main focus for the past year or two is trying to improve child care opportunities on campus. Establishing a child care center on campus over in Humana Gym. This is very preliminary in the planning process.
- Talked at EC meeting about changing the name of the committee.
- Recruitment, Representation, & Retention- Michelle Kosiewicz
 - New Chair—so thank you for your patience with her!
 - We would like to have as many sign up as possible.
 - Have been involved in task force reports (monitoring new hires, tenure tracks, women in leadership ect.)
 - Also updates the Cohort Brochure.
 - Working with Womans Leadership Conference in May
 - Working with Faculty issues.
 - Identify and promote professional development and leadership opportunities for women.
 - Ad Hoc Committee- Tachau Gender Equity Award
 - a. Recognizes women who have helped women gain or retain equality.
 - i. Nominations are being accepted! They are due October 10th.
 - ii. Heather Fox, Jeanne Guerro, and Mimi Bell have graciously joined the committee for this along with the chair Michelle Kosiewicz
- Budget Ad Hoc Committee-Melissa Shuter
 - Wants 3 to 4 people to join the committee.
 - A meeting will happen in early October and reports will be made at the next meeting.

6. *Affiliated Committee Updates*

- Great Places to Work-Sam Conally
 - Waiting for the results for the chronical survey
 - Will put in a spreadsheet-60 questions and it will make a trend line for overall satisfaction.
 - Cannot break up Chronical Survey by campus (600 people received this)
 - Can test for race, gender and ethnicity if needed
 - The board of trustees met to approve and form new goals to add to the 20/20 plan
- Faculty Senate-Seana Golder
 - Largest freshman class—over 2,900 undergrads started
 - Everyone is welcome to the meetings
- HRAC Update – Sam Conally
 - Do not have set premiums. Will get a final number next week and will disclose those at the next meeting. Dental premium is expected to have a slight rise.
 - Briefing senates on a concern: in the get healthy now program if you take the HRA you get \$40 off your health premium if you rate low. If you rate high you get health coaching—this forces people to be conscious of their health once a month. There is 5 years of this information as well as health care claims. This is of course de-identified. Under HIPPA we can take this data at an individual level we can send out personalized brochures instead of a mass mailing.
 - Doctoral students in public heath are taking and analyzing this data. We own and have the data. We have not used it before, but want to now.

- The individual data will stay in 3rd party hands.
- Want to be transparent about this. What are possible concerns?
 - When asking people to give information about things like substance abuse, we need to give assurance of why we are using it and what we are going to do with it.
 - There is a problem with truthful reporting about stigmatized behaviors and how that data is being used.
 - Will not use data in any way that uses personal discomfort. We want people to feel that they can feel comfortable telling the truth.
- CODRE Update- Faye Jones
 - Day symposium on Disabilities in the spring
 - Please let her know if you have any ideas
- PEACC-Sally Hayes
 - Interim director of PEACEE
 - COSW is sponsoring the Take Back the Night
 - It is this coming Tuesday at 5:30
- Women's Center-Valerie Casey
- Staff Senate- Jennifer And Roth
- Women's Pathways Leadership Conference-Melissa Shuter
- Provost Staff Leadership Academy-Call Brett Steele for nomination information on this
 - Has been in UofL today

7. *Miscellaneous*

- Sponsorships

8. *Old Business*

9. *New Business*

10. *Adjourn -2:06pm*