

COSW Minutes
12/05/14

Present: Jill Adelson, Delaina Amos, Mimi Bell, Valerie Casey, Ginevra Courtade, Sally Evans, Heather Fox, Jeanne Guerrero, Jennifer Hall, Faye Jones, Ann Larson, Amy Lueck, Mary Mudd, Desrie Nisbett, David Owen, Melissa Shuter, Zhihui Sun, Mordean Taylor-Archer and Diana Zink **Guests:**

Absent: Beth Boehm, Sherry Duffy, Kamla Gant, Seana Golder, Goldstein, Erica Gray, Marcia Hern, Michele Kosiewicz, Kim Maffet, Tawana McWhorter, Wendy Metcalf, Bridgette Pregliasco, Amy Reid, Jessica Roth, Judith Singleton, Mechelle Stoner, Nancy Theriot and Deborah Wade

Chair's Welcome and Updates

- Ann and Jeanne were scheduled to meet with the President, Provost and the Vice Provost for Diversity on December 4th but that meeting was rescheduled to January 22nd;
- NAEYC Accreditation update: the ELC program achieved accreditation by the National Association for the Education of Young Children;
- PEACC recently celebrated 15 years of violence prevention at UofL;
- ELC Angel Tree (teachers who have wishes) donations may be monetary or tangible gifts. You may leave your gift at the College of Ed.

Get Healthy Now Presentation – by Patricia Benson

Highlights: The GHN program launched 2005

- UofL employees 6500+ individuals
- 9,000 covered lives, self-funded medical model

The primary goals of GHN are:

- Nurture culture of health
- Incent and engage employees as part of total rewards
- Contain health care costs
- Decelerate rate of increase in overall cost of coverage

GHN is a voluntary, incentive based program. Participating employees receive a \$40 monthly premium incentive for participation (\$480 annually). The program is open to spouses, qualifying adults and retirees.

- Vendor partner: Health Fitness Corporation (HFC). HFC provides the program's online health risk assessment, health advising, dedicated health coaches, web platform, and support with facility management of UofL's Get Healthy Now Wellness Center.
- The GHN Wellness Center is a 22k square foot employee-based facility that offers comprehensive well-being support through health and wellness classes, coaching, motivational programs, state-of-the-art fitness equipment, integrated clinical care and friendly, professional staff.
- Participation rate: 75%
- Comprehensive Wellness Offerings designed to mitigate UofL's top three lifestyle drivers of health care cost: obesity, stress and lack of physical activity. For more information visit: Web site: www.louisville.edu/gethealthynow

Questions, comments and concerns about what can be done to improve the program may be sent to Health Management Director, Patricia Benson at plbens02@exchange.louisville.edu.

Committee Reports

Campus Climate – the finalized Campus Climate survey should be close to being allowed to be reviewed.

Communication – finalized goals were presented at the EC by Sherry: the committee is working to enhance the visibility of the COSW by: 1) Improving website - more depth, consistency, completeness; 2) Publish newsletters informing the university community of the commission's accomplishments and highlight sponsored events. Other goals:

- Update and conduct new membership orientations
- Secure a dedicated resource for website updates
- Request membership for the nominations committee

Integration of Work and Family (IWF) – The committee will decide what its mission is; have reached out to GPTW to make sure work is not being duplicated. A member of IWF will attend future GPTW meetings. Currently IWF is in a hold pattern until firm decisions can be made.

Representation, Recruitment and Retention (RRR) – Since the RRR committee met twice in October they did not meet in November. The next meeting is scheduled for Wednesday, December 10.

- Fall accomplishments: In addition to the Tachau award discussed at the last COSW meeting, the RRR Committee recommended COSW sponsorship of Dr. Jennie Burnet for one of the HERS Institute women's leadership programs.
- At the December 10 meeting, the RRR committee will discuss Spring 2015 action items, including recommendations for COSW sponsorship of candidates for Leadership Louisville and exploration of other leadership programs, analysis of 2014 Cohort study data (will become available from Bob Goldstein at the end of the semester) and discussion of strategies to make the data/information available to the broader community. RRR will continue to work on getting COSW representation on Dean and other administrator searches. Plus other misc tasks.

Budget Ad Hoc – this group is examining the past three years of COSW sponsorship and spending data.

Affiliated Committee Updates

GPTW – the COSW has representation on the GTPW Steering committee. Agenda Items for the next meeting (Dec. 8) are: Anti-Bullying Policy (See attached policy draft); Committee Reports; and Future of the GPTW Initiative. David will go representing the COSW for Ann and Jeanne. Commissioners are asked to give David feedback (for the faculty/staff anti-bullying policy). Georgette will forward David's email after today's meeting. Getting comments to David are time-sensitive as the meeting is Monday.

Faculty Senate – No update was given; no representative was present.

HRAC – HRAC discussed Staff Telecommuting – will move forward to the GPTW committee. Breastfeeding and lactation Guidelines: the focus is to make UofL more breastfeeding friendly with

locations on both HSC and Belknap campuses (for students as well as faculty and staff) day and evening service. There is no place available on either campus after 5 PM.

CODRE Update – CODRE’s Disability Symposium will be all week beginning March 30 and will reach out to community on both Belknap and HSC campuses.

PEACC – A Time for PEACC was a wonderful event; looking forward to the next 15 years. Provost Willihnganz was presented an award as was Dr. Phillip Bressoud (Partner of the Year). Sample size personal products are being collected in the PEACC Office that will be given to local shelters.

Women’s Center – Valerie Casey thanked the COSW for sponsoring the Tachau Gender Equity Award that was given at their November 13, 2014 Women’s Empowerment Luncheon. Ms. Alice Houston was keynote speaker. They also gave the Nichols Professional Development Award that was sponsored by the Commission on Diversity and Racial Equality. Other news:

- On December 13th the WC will hold a financial literacy forum (will send out more information);
- The 11th Kentucky Women’s Book Festival will be held on March 7 in the Chao. Event is free;
- Organizing a global trip for students: The Women's Center is partnering with Theresa Hayden in Justice Administration to lead a trip to Morocco from May 18 to May 29 to investigate women's issues such as human trafficking, health and fair trade. Hayden is offering credit for students.

Staff Senate –Harlan Sands is UofL’s senior vice president for finance and administration and chief operating officer, effective Jan. 1, 2015.

Old Business – None reported.

New Business – None reported.

Announcements – None reported.

Meeting Adjourned