

**COSW Minutes**  
**June 26, 2015**

**Present:** Jill Adelson, Delaina Amos, Beth Boehm, Valerie Casey, Ginevra Courtade, Sherry Duffy, Sally Evans, Kamla Gant, Bob Goldstein, Heather Fox, Jeanne Guerrero, Marcia Hern, Jeanell Hughes, Michele Kosiewicz, Ann Larson, Kenyatta Martin, Tawana McWhorter, JP Mohsen (for Faye Jones), Georgette Moore, Desrie Nisbett, David Owen, Jessica Roth, Melissa Shuter, Mechelle Stoner and Zihui Sun,  
**Guests:** Rachel Howard, Harlan Sands

**Absent:** Mimi Bell, Seana Golder, Erica Gray, Jennifer Hall, V. Faye Jones, Amy Lueck, Kim Maffet, Wendy Metcalf, Amy Reid, Judith Singleton Mordean Taylor-Archer, Nancy Theriot, Deborah Wade, and Dianna Zink

**Vice Chair's Welcome and Updates**

- **New Members:** New appointments were given to Ginevra Courtade, Debbie Dietzler, Heather Fox, Natalie Pasquenza, Carla Vidoni and Margath (Maggie) Walker. The **new Staff Senate rep** to serve on COSW is Kim Noltemeyer. Vickie Bridgeman is new Chair for CODRE and will represent their group at meetings. Members whose terms ended are Kamla Gant, Marcia Hern, Dianna Zink and Staff Senators whose terms ended are Wendy Metcalf and Amy Reid.
- **New Director of the Early Learning Campus (ELC):** Hans Petersen was named new director. Hans demonstrated a deep commitment and dedication to the work of the ELC, a focus and clear vision for the program, and extensive knowledge of early learning and progressive, student-centered approaches to child development and care, including Reggio Emilia Curriculum. The search committee was unanimous in its recommendation of Hans for the position.

**Task Force Update**

- Academic Rank/women at UofL
- Goals and Strategies
- Sitting on more committees
- Anti-bullying Policy
- Lactation Policy
- Featured speakers
  - January – Lori Wagner
  - February – Brian Buford
  - March – Enid Trucios Haynes
  - April – Jeanell Hughes
  - May – President Ramsey/Provost Willihnganz
  - June – Harlan Sands
- Not able to attend speaker engagements: Dean K. Kempf-Leonard and Dr. M. Taylor-Archer
- COSW Sponsorships

**Campus Climate Update**

Climate survey

- There remains a need for the training of supervisors. We will continue to advocate for that.

**Communication Update**

- Members are encouraged to volunteer;

- COSW Newsletter – Desrie Nesbitt has been amazing in getting the 2015 summer issue of the newsletter done. It should be noted that she is a volunteer on the commission.

#### **IWF Update**

- Plans for August—when we return the new committee’s plans will include benchmarking partner hire policies and practices and consider planning a workshop in the fall.
- University Lactation work group (Update by Rachel Howard) UofL is working to establish breastfeeding and lactation guidelines to help ensure UofL provides a friendly, supportive environment for women who are breastfeeding. In accordance with federal and state laws, UofL’s guidelines will allow for any nursing mother to request private space that is not a bathroom and reasonable time away from work to express breast milk. Jeanell Hughes will make that happen. UofL has also established 11 public lactation facilities on both the Belknap and Health Science Center campuses.

#### **RRR Update**

- Cohort ongoing. We are waiting for Bob but we are in the que. Everything seems to be in order.
- Nominations will be due for the Mary K. Tachau Gender Equity Award. We will ask for recommendations in coming months.

#### **GPTW Update**

- Ann reported that the minutes from the last GPTW meeting were received this morning. Jeanne will be on the committee now (replacing Ann); Jill will serve as backup.
- **NOTES from GPTW:** A decision needs to be made as to whether this committee needs to disband, create a new charter, or pick up recommendations from the Culture of Excellence. Recommendations below are great recommendations but may require years of work. If we decide we are doing the latter, we should concentrate on one or two and do them well.

There has been a sense there has been a movement towards a redefining or rebranding of the GPTW team for some time now. We want to focus on something that will make a real difference. We need to start about the business of implementation. We would like to find a project that will impact the culture.

#### **Faculty Senate Report**

The last meeting was held on the HSC. Provost Pinto made a presentation that was well received. Mr. Sands did not make a presentation but emphasized change.

#### **PEACC**

- Updating logo and name—still PEACC but with a slight adjustment.
- EDU/Haven – we were able to get really outstanding data from a new student’s survey.

#### **CODRE Update**

- CODRE’s new chair is Vickie Bridgeman, who is Sr. Associate Director, Cultural Center. JP Mohsen is new vice chair. Focus of CODRE will be recognition.
- Faculty Concerns plans to have a focus group to recognize issues of race and positive influence with dean searches.

## **HR Update**

- Performance based employee appraisal data to be tracked.
- Another priority (GHN) wellness is doing well; the disease management programs will need to be pushed—need to expand;
- Recruiting – Stacy Gardner was just promoted; design new employment orientation;
- Lisa London will lead a team on matrix and analytics process streamlining;
- Retirement services – will bring a more comprehensive program (both financially and non-financially);
- Changing benefits area – benchmarking around benefits;
- Brian Buford and Jeanell have restarted HR diversity committee;
- Policies- policies will be cleaned up;
- There are a couple of open positions – Dennis Finnegan is leaving. His position will be advertised in a few weeks;
- Work at home policy—where are we? Harlan and Jeanell are working on;
- Jeanell would like to do focus groups for the COSW at a future meeting.

## **Women’s Center Update**

- The WC has already completed strategic planning;
- The Morocco trip was May 18 through May 29-will report more about the trip at a later date;
- The WC is co-sponsoring *Women Veterans Rock!* day with Renee Finnegan (Office of Military & Veterans Services). The Brown Bag Lunch and Learn Workshop Series is being held on campus on June 29 (11AM to 1PM).
- The WC has an opening for a graduate student. The ad will post soon.

## **PATHWAYS**

- 55% of evaluations are back. 86% felt that the conference was good or above. The qualitative assessment is being done. 99% of people who attended loved keynote Tori Murden McClure. Will have more information to report next month.

**Old Business** – None reported.

**New Business** – None reported.

## **Harlan Sands Update**

Mr. Sands reported sharing new concepts around campus. Under the new structure, the unit formerly known as Business Affairs will be split by function into two areas – Operations and Facilities Management.

- Financial management responsibilities also will be divided into two areas – Finance/Controller and Budget and Planning;
- The four existing areas that will report directly to Sands are: Audit and Institutional Compliance, Information Technology, Public Safety and Human Resources. We will take a look at how we are organized to make sure we are doing it better;
- A new unit, Performance Improvement and Business Analytics, will focus on process improvements, systems enhancements and operational efficiencies. Associate VP of Performance Improvement and Business Analytics, Lee Smith (who will be here mid-July). This

unit leader will focus on a PeopleSoft redesign, operational excellence, customer service, shared service initiatives and other key improvements—it's really all about customer service and putting the right people in the right places;

- New Vice President positions will be created, i.e.,
  - Associate VP Facilities Management
  - Associate VP Finance Division (Budget and Planning Susan Howarth, associate vice president – will continue to lead that area);
  - Mitchell Payne, senior associate vice president for Strategy and Organizational Design, and the lead financial officers – or key unit business managers...

Adjourned.