

COSW General Meeting Minutes

Friday, March 25, 2016

University Club

Present: Victoria Allen, Delaina Amos, Beth Boehm, Vickie Bridgeman, Ginevra Courtade, Debbie Dougherty, Gabe Draper, Sherry Duffy, Sally Evans, Heather Fox, Bob Goldstein, Jeanne Guerrero (Chair), Jennifer Hall, Katy Hopkins, Michele Kosiewicz, Ann Larson, Keri Mathis, Tawana McWhorter, Kim Noltemeyer, Natalie Pasquenza, Tamara Russell, Melissa Long Shuter, Mechelle Stoner, Zhihui Sun, Angela Taylor, Dr. Mordean Taylor-Archer, Luisa Trujillo, Deborah Wade, and Guest: Dr. Marie Kendall Brown

Absent: Jill Adelson, Kenny Brown, Ellie Fridell, Wayne Hall, Kim Maffet, Kenyatta Martin, Desrie Nesbitt, Meg Peavy, Nancy Theriot, Carla Vidoni, Margath Walker

Welcome and Announcements

Chair Guerrero welcomed the commissioners and guests. Announcements included:

- Please remember to sign in for all meetings*
- COSW sponsored five attendees at the Institute for Women Leadership Conference.*
- The annual meeting for the chair and vice chair to meet with the president and provost is coming up. Chair Guerrero reminded all committee chairs to provide an update to Vice Chair Adelson.*
- Chair Guerrero has a conflict with the March 30 Diversity meeting; David Owen will attend on behalf of COSW.*

Minutes

A motion was made and seconded to approve the minutes from the February meeting. The motion passed.

Book Discussion – Marie Kendall Brown

Chair Guerrero introduced Dr. Marie Kendall Brown. Dr. Brown is the assistant director for teaching and learning at the Delphi Center for Teaching and Learning. In her current role, Dr. Brown develops and delivers faculty development programs and services to foster teaching excellence at UofL. Her research focuses on faculty learning and development, teaching for retention in STEM, and college student development from a constructive-development perspective.

Dr. Brown discussed the book, encouraging commissioners to participate in the discussion, then facilitated breakout sessions.

Committee Compositions and Goals

Campus Climate

David noted the committee was determining the best approach to proposing a system to track harassment prevention training. An update on the committee goals was sent to Vice Chair Adelson.

Communication

Sherry noted Desrie is working on the newsletter; an update of the COSW website is underway. An update on the committee goals was sent to Vice Chair Adelson.

Sherry further noted the Nominations Committee met and will have a report this afternoon.

Integration of Work and Family

Jennifer reported that an update on the goals was given to Vice Chair Adelson. The committee's vice chair moved to a new company; at its next meeting, the committee will elect a new vice chair.

Representation, Recruitment and Retention

Michele reported the committee is analyzing data from 2009-2015, which it is receiving piecemeal from the Provost's Office. This data represents hires for faculty and staff, as well as exits during that timeframe. Data is provided via hard copies, therefore, requiring more time to assemble. The committee is taking cohort report and looking at data based on percentages of female staff, by unit.

Michele noted a new leadership conference was identified for sponsorship. The COSW sponsored five attendees.

Updates

HRAC

Heather noted Jeanell Hughes requested suggestions for objectives and goals for HR planning. Some goals included clarifying RIF policy; moving forward with retirement readiness; improve communications between employees and HR communications through UBMs and stressing information to the deans. HR is investigating the possibility of deducting county taxes for Indiana residents; retroactive benefits payments; a gap between employment date of hire and when benefits kick in; and possible abuse of shared leave. Kim noted that as Shared Leave is granted, there is not a funding procedure for the hours granted. She referenced in Physical Plant, many employees are on FMLA and some request and are granted Shared Leave. The department is obligated to give them the paid leave, but the department never receives the funds to cover the paid leave. In some cases, temporary staff need to be hired to cover the work, which causes another budget impact. If someone in the department donates time to a person in Physical Plant, that does help some because it is in the same department. The shortfall comes if the person donating is at a lower hourly rate than the person receiving the funds.

Faculty Senate

Seana noted the faculty senate members were polling their constituents regarding an upcoming vote of no confidence of the president.

Staff Senate

Kim noted that staff senators were conducting a similar poll as the Faculty Senate.

CODRE

Vickie noted the newsletter is completed. The diversity study will be updated. The Transformation Tea is scheduled April 11. Sponsors include CODRE, COSW, Women's Center, the Libraries, and the Communications Department. She thanked those who have agreed to volunteer and encouraged commissioners to attend.

DPS

Chair Guerrero encouraged commissioners who would like to serve on this committee to self nominate to her or Debbie.

PEACC

Sally noted in its 12th year, Take Back the Night is scheduled on March 30; Dr. Mordean Taylor-Archer is one of the speakers. The Card Safe Survey closes out March 18; survey results will be distributed.

Women's Center

Valerie provided the following updates:

- *The Women's Center is collaborating with the Housing Office to work on on-campus/off-campus housing for student-parents.*
- *The Women's Center is working with Institutional Research on a survey for women students. That survey went to 4,000 random sampling of the female population, both UG and graduate, for feedback on Women's Center programs and initiatives.*
- *The Women's Center Student Parent Assn. Credit Repair Workshop is scheduled on April 14.*
- *The Women Veteran Lunch and Learn Series is scheduled April 18.*

Lactation Workgroup

Jennifer noted since the Survey presentation at the last general body meeting, goals for signage and additional lactation rooms on Belknap were discussed. The committee is working on the guidelines to become policy.

Pathways Women's Leadership Conference

Melissa noted the conference date is May 20. A Myers Briggs assessment with internal focus and how it affects leadership is in the works. Details are forthcoming.

COSW Speaker Commitments

- *April 22 – Leslie Strohm; Human Trafficking – Soha Saiyed*
- *May 27 – Delaina Amos; Kim Noltemeyer*
- *June 24 – President Ramsey*

Old Business

Jeanne reminded commissioners to please sign the attendance sheets.

New Business

Michele shared a potential women's issue. All clinics must have a contract with a hospital to provide emergency services. Kentucky One cancelled the contract and this poses a real issue for women. Chair Guerrero asked Michele to gather information and bring it to COSW for potential discussion of support to the president. Chair Guerrero noted that Leslie Strohm, legal counsel for the University, will speak at the next COSW meeting and this could possibly be a topic of that discussion.

Adjourn to Committee Workgroups if time permits

There being no further business to discuss, the meeting adjourned at 1:40 p.m.