

TEAMS Meeting
Meeting Minutes

Attendees: Heather Fox, Chair, Presiding; Carcyle Barrett; Meg Campbell; Leondra Gully; Riece Hamilton; J’Aime Jennings; Glyptus Jones; Heidi Neal; Katie Partin; Michelle Rodems, Vice Chair; Beth Willey

Guests:

Item	Discussion	Action to accomplish	Person/Group Responsible
I. Call to Order	Chair Fox called the meeting to order at 8:35 a.m.		
II. Updates <ul style="list-style-type: none"> <li data-bbox="94 678 378 738">• Ad-hoc Onboarding Committee <li data-bbox="94 898 315 958">• Ad-hoc Bylaws Committee <li data-bbox="94 1052 336 1079">• Budget Updates <li data-bbox="94 1295 378 1356">• Committees and Ex Officios 	<ul style="list-style-type: none"> <li data-bbox="493 678 1249 860">• Michelle Rodems reported that at the last onboarding committee meeting COSW-veterans discussed with new members the commissions’ past, present, and future, its values/mission, and encouraged new members to provide feedback on how best to effect change at UofL, and how to connect with their COSW mentors. <li data-bbox="493 898 1218 1015">• Heather Fox stated that the revisions to the bylaws are near-final and, when approved by the entire committee, will be forwarded to the Executive Committee for review and approval. <li data-bbox="493 1052 1249 1258">• Heather also noted that the commission has \$17,333.89 in its budget and she and Vice Chair Rodems discussed options for this balance. Some monies are being set aside for sponsorships and promotional items. If the General Body returns to in-person (or hybrid) meetings, lunches will begin being provided again. RSVPs are needed so as to be mindful of the budget. <li data-bbox="493 1295 1249 1502">• Michelle Rodems reported that Riece Hamilton is the newest committee chair, replacing Keith Lyle, and the Communications Committee has a new Vice Chair, Meagan West. New Ex Officio members are: Tana Didelot, LaJa Hurt, Meagan West, Katie Partin, and Idoia Isusi. A representative from the LGBT Center is still being identified. 	Update COSW roster, send to J’Aime Jennings and Leondra Gully.	Michelle Rodems

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<ul style="list-style-type: none"> VP for Diversity and Equity Climate Survey 	<ul style="list-style-type: none"> Chair Fox provided an update on the search for the next VP for Diversity and Equity. The committee has met, been charged by the President, and includes a diverse group of members of the Cardinal Family. More information can be found on the search website. Katie Partin stated that the action-planning groups have been given access to the survey data (examples being COSW and CODRE). 		
<p>III. New Business</p> <ul style="list-style-type: none"> CODRE Collaboration Discuss and Draft Timeline of COVID Impact Qualitative Research 	<ul style="list-style-type: none"> Chair Fox reported that three committees have been formed between the two commissions: <ul style="list-style-type: none"> Data Committee: Lyle (Chair), Fox, Partin, Barrett Work/Life Balance Committee: Tinnell (Chair), Willey, Harris Benchmarking Committee: Neal (Chair), Rodems, Jennings, Cox Chair Fox discussed with the committee gathering qualitative data on the gendered impact of COVID on work-life from constituencies. <p>Vice Chair Rodems noted that this data would be used for research, generating stories and dialogue, and advocate for action items/recommendations on work-life balance for staff.</p> <p>Katie Partin suggested COSW join with other groups that are also looking at similar data in order to be most-useful for the administration at-large, the Employee Success Center, and others who would benefit from the data.</p> <p>Glyptus Jones concurred with Katie and recommended creating synergies with other constituencies.</p> <p>Heidi Neal noted that this was also proposed by new COSW members during onboarding, and by the Campus Climate Committee and RRR Committee.</p> <p>Carcyle Barrett suggested holding Listening Sessions on this topic modeled after the CODRE Listening Sessions.</p>	<p>Propose the data collection to administration, et. al., at various leadership meetings; Discuss with Provost.</p> <p>Determine interested parties, timelines, focus groups, questions, etc.</p> <p>Discuss this at the next General Body and Committee meetings.</p>	<p>Katie Partin; Heather Fox</p> <p>COSW Leadership</p> <p>Committee Chairs</p>

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<ul style="list-style-type: none"> • Speaker Discussion 	<ul style="list-style-type: none"> • Chair Fox proposed the following upcoming guest speakers and or topics for speakers: <ul style="list-style-type: none"> ○ Jennifer Cook – “Impact of Gender and Race in Medicine” ○ “Women Who Work in Louisville” (librarian) 		
IV. Committee Reports	<ul style="list-style-type: none"> • Carcyle Barrett reported that the RRR Committee is discussing its goals, that Tachau award is moving forward as planned, that the Women’s Empowerment Luncheon will be held in November, and the 2018 and 2020 cohort data and Taskforce Report data are nearly ready to be published. • Leondra Gulley reported that the Communications Committee met last week and set a goal to increase exposure of COSW across campus, through learning cafes, open houses, and social media. • Glyptus Jones stated that the Integration of Work and Family Committee is discussing its concerns regarding the Remote Work Policy, and how to turn the committee’s recommendations into actions. • Riece Hamilton reported that the Campus Climate Committee will set goals and generate an annual report that will include recommendations for action items. Wellness and mental health will be proposed as topics for additional goals. • Heidi Neal reported that mentors/mentees have been meeting and setting goals. 	Discuss with Leondra Gully as to how the data should be published (virtually this year)	Carcyle Barrett
V. Adjourn	<ul style="list-style-type: none"> • Chair Fox adjourned the meeting at 9:29 a.m. 		