

## December 2, 2022 Meeting Minutes

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**Attendees:** Michelle Rodems, Chair; J’Aime Jennings, Vice Chair; Tammi Alvey Thomas, VPA; Lily Assgari; Barbara Bishop; Laura Brock; Sara Choate; Kelly Coultas; Ginevra Courtade; Reno Davis; Tana Didelot; Bonnie Fonseca-Gerber; Heather Fox; Sarah Frankel; Marie Hagan; Anita Hall; Riece Hamilton; Sammy-Jo Hand; Tami Harbolt; Megan Johnson; Jennifer Koch; Amanda LeDuke; Yuxin Ma; Caitlin Maguire; Azi Maleki; Maria Mayshack; Olfa Nasraoui; Monica Negron, Stephanie Norman; Katie Partin; Bailee Raber; Kate Roessler; Mary Sheridan; Emily Spoden; Courtney Stine; Kaila Story; Nakia Strickland; Carrie Whitmore; Krista Young.

Item	Discussion	Action to accomplish	Person/Group Responsible
Call to Order (Rodems)	Chair Rodems called the meeting to order at 12:04 p.m.		
Approval of Minutes (Rodems)	Approval of Minutes, 10-28-2022. Meeting minutes were approved.		
Mindful Minute (Hamilton)	Riece Hamilton led the group in a minute of mindfulness focused on gratitude.		
<b>Presentation about Institutional Effectiveness Katie Partin, PhD, Director of IE</b>			
Institutional Effectiveness Resources (Partin)	<p>Katie made a presentation on IE data and discussed the IE resources that are available. She reviewed the importance of the assessment process, university national surveys administered and internal university surveys. Katie stated if you need data to reach out because IE or IR may have the data. If the data are not available a survey could be created, or questions added to a current survey. IE is very willing to assist in survey development, if needed.</p> <p>It was mentioned that we need to explore remote work. Maybe the chairs could gather some questions from their committees and bring them back to the EC and this may assist Katie in prioritizing data needs.</p>	Initiate a conversation with Mary Elizabeth re: remote work and university feedback. She will then reach back out to Katie.	Michelle
<b>Old Business/Updates</b>			
Collaboration Reminder: Teams and More (Jennings/Rodems)	Michelle reminded everyone that Marie gave an overview of Teams and how to use it effectively. Please be sure to keep committee notes and place them in Teams. We have had a lot of changes and wanted to remind everyone what COSW does is a group effort. With a large group of members, we want everyone to share the load		

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	and accomplish the work collectively.		
<b>New Business</b>			
Femme Forward Introductions (Rodems)	A standing program has been a collaboration with the Employee Success Center which is Femme Forward. It is a wonderful program for us to share our stories. If anyone is interested in being involved please let Michelle or Jaime know.		
Latina Equal Pay Day (Negron)	Awarded a sponsorship through COSW. Dec. 8 is the Latina Equal Pay Day. Monica shared Latina's make 49 cents on the dollar compared to white men. The event is open to all to discuss the statistics, reasons why these stats exist and what can be done as a community and exploration of potential collaboration. There is still room for participation if anyone is interested. It is open to approximately 80 people and will be held at the Red Barn from 11 – 12:30 pm. <a href="https://uoflculturalcenter.formstack.com/forms/latinaequalpayday">https://uoflculturalcenter.formstack.com/forms/latinaequalpayday</a>		
Proposed COSW Open House & ELC (Jennings)	In concert with WLI Committee, Michelle and J'Aime met with Amy Lingo re: ELC and how COSW can provide support. It was discussed there will be collaboration with the Open House and the ELC.		
Search Updates (Floor)	Michelle is on the search committee for the Women's Center. She stated they are at the end of the process and making a hiring recommendation.  Delphi Center Director – a contract has been offered to someone and we are supposed to know next week if they accepted it.  Dean's search is getting underway for public health. Someone may be tapped from COSW to serve. Stay tuned.  A&S Dean – The first round of interviews took place. Michelle will follow-up with Cherie.	Follow up with Cherie re: A&S Dean search process	Michelle
<b>Committee Reports</b>			
Campus Climate (Stine)	Not a whole lot of traction on the committee. Today we are discussing the results of the last campus climate survey and determine take aways	GD Training for commissioner	J'Aime, Michelle and

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	and other focus areas for this year. We mentioned in the EC meeting about organizing Green Dot training for commissioners. Michelle, J'aime and Courtney will work together on this.		Courtney
Communication Committee (Bazile)	Monica discussed a potential Open House on March 24. We are still trying to determine a location. Timing maybe 3 – 5 pm. Potentially a location between the campuses. Still working on ideas. Feel free to send ideas to Monica Negron.		
Representation, Recruitment and Retention Committee (Bishop)	<p>Still trying to fine our research question and goals for the year. While we want to focus on PTL, this is not a universal term across campuses which presents data collection challenges.</p> <p>Still working on the Tachau Gender Equity Award. Women's Center celebration is being held March 21 so please keep this in mind when scheduling the open house.</p>		
Work, Life, Integration (Assgari)	Michelle, J'Aime and Lily met with Amy Lingo re: ELC to examine childcare resources. Remote work subcommittee discussed the potential for focus groups. Still working on reproductive benefits and will figure out how to move forward.		
<b>Announcements</b>			
Suggestion (Hamilton)	Riece suggested we should schedule a time to meet with Femme Board of Trustee members – have the President, Provost and Board of Trustees together. It was also suggested a BOT Tea.		
Adjourn (Rodems)	Chair Rodems adjourned the meeting at 1:19 p.m. for committees to meet.		

**Next General Body Meeting:  
January 27, 2023**