

TEAMS Meeting Meeting Minutes

<u>Attendees:</u> Heather Fox – Chair, Michelle Rodems – Vice Chair, Jake Beamer, Barbara Bishop, Courtney Baron, Carcyle Barrett, Sherry Duffy, Leondra Gully, Riece Hamilton, Muriel Harris, Kathy Hite, J'Aime Jennings, Faye Jones, Amanda LeDuke, Olfa Nasraoui, Tisha Pletcher, Mary Sheridan, Angela Taylor

<u>Guests:</u> Lori Gonzalez, Executive Vice President and University Provost

Item	Discussion	Time stamp	Action to accomplish	Person/Group Responsible
I. Welcome a. Call to Order: 12:05 p.m.	Chair Fox called the meeting to order and introduced Jake Beamer, Director of Governance and Strategic Initiatives. Jake will be the staff support to COSW until a permanent position is hired.	<u>0:00</u>		
II. Action Plans	Vice Chair Rodems explained the <u>COSW Action Plan Worksheet</u> , noting that the commission will use future meetings to complete the worksheet.	<u>1:36</u>	Complete worksheet, action plans, etc. at future meetings.	Fox, Rodems, et al.
III. Dr. Lori Gonzalez	Chair Fox introduced new Executive Vice Provost and University Provost, Dr. Lori Gonzalez.	<u>4:11</u>		
	 Provost Gonzalez held a conversation with the commission discussing the following questions/prompts: Improving accountability to the university, including: Enhanced engagement CARA and accountability from direct reports to the Provost "Promises made, promises kept" and (re)building trust Upcoming changes regarding the university's Return to Work plans, including: Equitable and consistent Return to Work Policy Position-dependent flexibility Mechanisms and checks & balances Timeline 	<u>5:42</u> <u>13:38</u>		



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	The Provost then fielded questions from commissioners.	<u>21:56</u>		
IV. Updates	J'Aime Jennings provided updates related to nominations for COSW.	<u>35:17</u>		
	Vice Chair Rodems thanked Leondra Gully and the work of the Communications Committee regarding the COSW Facebook account.	<u>36:20</u>		
	Faye Jones announced that the university would very shortly begin the search for the next Vice President for Diversity and Equity, and Jake Beamer noted that COSW would have representation on that committee. Dr. Jones also stated the CPE Diversity Plan was approved.	<u>37:35</u>		
	Sherry Duffy announced she is retiring as of June 30, and she shared an <u>excerpt</u> from a book that speaks to the inspiration of what she hopes to accomplish for herself.	<u>38:47</u>		
	Chair Fox expressed gratitude and appreciation for Sherry and her work with the commission.			
	Olfa Nasraoui requested commissioners' feedback on the following policies: <u>Faculty Accountability Policy</u> <u>Intimate Relationship Policy</u>	<u>42:01</u>	Provide feedback to Olfa Nasraoui	All Commissioners
V. Adjournment	In observance of Kentucky Oaks Day, Chair Fox adjourned the meeting at 12:50 p.m.	<u>45:51</u>		

COSW ACTION PLAN WORKSHEET

Committee: _____ Date: _____

Current Issue	Desired Goal/Outcome (Target)	Planned Action Steps	Specific Resources Needed	Person(s) Responsible	Success Criteria (How will you know you've improved?) (Measure)	Timeline	Priority Level (High/Med/Low) (Short/Long- term)



There is a beautiful complexity of growth within the human soul. In order to glimpse this, it is helpful to visualize the mind as a tower of windows. Sadly, many people remain trapped at the one window, looking out every day at the same scene in the same way. Real growth is experienced when you draw back from that one window, turn, and walk around the inner tower of the soul and see all the different windows that await your gaze. Through these different windows, you can see new vistas of possibility, presence, and creativity. Complacency, habit, and blindness often prevent you from feeling your life. So much depends on the frame of vision -- the window through which you look.

JOHN O'DONOHUE