

President's Commission on the Status of University Women

November 2, 2012

Strand Union Building 168

10:00 am – 11:00 am

1. Introductions
 - a. Self introductions by each commission member
2. Comments by President Cruzado
 - a. President Cruzado welcomed everyone to the meeting by stating how proud she was of this group. In one year we have accomplished tremendous goals and built an incredible foundation for the future. Brought in Virginia Valian, received ADVANCE grant, updated the sick leave policy. Special thanks to Anne Camper for leadership she provided to the President's Commission and agreeing to serve another term as Chair. Recognized Jessi Smith and Joy Honea for their contribution to ADVANCE.
3. Election of Executive Committee Member
 - a. This group will oversee the committee work, meet periodically to assess progress, will set the vision for the Commission for the next year.
 - i. We had three people who were nominated and elected for the At-Large positions (Celia O'Conner, Tracy Sterling and Jessi Smith). However, Jessi will be the chair of an ad-hoc policy committee so she will be on the Executive Committee already. We need volunteers and then we will have an election.
 - ii. Volunteer: Becca Belou
 - iii. No others volunteered so a vote by acclamation was held. All members were in favor.
4. Presentation of Standing and ad hoc committee purpose statements & Elections
 - a. Recognition Committee - Marilyn Lockhart (Chair):
 - i. According to bylaws this committee is to implement and select the winner of the PCOSUW Award.
 - ii. Action Plan for committee: Identifying the purpose and goal of the award, who we want to recognize and what do we want to recognize them for, identify the funding source and amount (President Cruzado volunteered to fund the award), determine the criteria of the award, decide who can and how to nominate, create submission process, determine timeline, and decide how we are going to recognize and when.
 - iii. President Cruzado would like this committee to try and have the recognition be part of spring convocation (January 3013). Possibly come up with an expedited process for this year.
 - iv. Question: Can the Commission coordinate the multiple equity/woman awards.
 1. ADVANCE Awards: Department Award & Women in Distinguished Women in Science Award. Committee worked on criteria and amount
 2. Review awards to see if women are being nominated for awards around campus
 - v. Volunteers: Celia O'Connor, Michelle Tigges, Mary Murphy, Beth Burroughs
 - vi. Only four volunteers so vote was done by acclamation. All members in favor.
 - b. Communication Committee – Phenocia Bauerle
 - i. This committee would coordinate with the other committees so everything the other committees are getting done would get circulated to the appropriate constituencies and to places that it might not have been seen otherwise. And to create a blueprint that could be followed for next year.
 - ii. Phenocia would like to reserve one spot for someone from communications and one spot for extension.

- iii. Volunteers: Betsy Danforth, Graham Austin, and agreement that Phencoia will get someone from communications and extension.
 - iv. Moved to accept. All members in favor. Motion carried.
 - c. Assessment Committee – Diane Letendre
 - i. According to bylaws and strategic plan this committee is to review data, collect new data, identify gender equity issues on campus for all categories of employees, and to eventually do a climate study. University is currently working on getting an applicant tracking program and putting out an RFP for a vendor to create Affirmative Action Plan which will help get a better snapshot of where we need to do better.
 - ii. Volunteers: Eric McCormick, Becca Belou, Jeanne Wilkinson, Cami Bechtold
 - iii. Only four volunteers so vote was done by acclamation. All members in favor.
 - d. Ad Hoc Policy Review Committee – Jessi Smith
 - i. Part of the requirement for ADVANCE grant and something this commission was tasked to do. There is two parts to this committee. The first is an ongoing review of all polices, part of this is looking at things going through University Council and the policies that are reviewed every 3 -5 years by Legal Counsel (posted on Legal Counsel’s webpage). The second part is making sure campus communities (all four campuses) have the opportunity to submit policies for review. On the President’s Commission website there is a form to submit a policy. Will need help from the Communication committee to let people know about the form.
 - ii. Volunteers: Chris Fastnow, Sara Rushing, Kiah Abbey, Joy Honea, and Lisa Buss (HR) (for ad hoc committee can have more than 4)
 - iii. Vote was done by acclamation. All members in favor.
 - e. Anne will call executive meeting to get everyone on the same page to reduce redundancy.
 - f. Chairs action item is to get the committees together. It would be great to have significant progress so when in the spring we have some substantive things to talk about.
- 5. Discussion of Sick Leave Policy – Sara Rushing
 - a. Anne sent the drafts of the donated sick leave policy and the maternity leave policy out to the commission on October 29th for review.
 - b. Sick leave policy became problematic last year and was scheduled for review anyways. Cleaned up so donated sick leave can be used for maternity leave.
 - i. Working in conjunction with ADVANCE on the infrastructure to have a donated sick leave pool. Would allow anyone to donate and draw out sick leave.
 - c. Maternity leave policy was cleaned up so it is clearer.
 - d. Terry Leist wanted this commission got a chance to comment on these changes.
- 6. Adjourn