**PCOSUW Executive Committee Meeting 10/26/16**

In attendance: Camie Bechtold, Tracy, Becca, Ian Handley, Celia O’Connor, Mike Babcock (Chair of Faculty Senate), Betsy Danforth, Sylvia Sparkman.

Everyone introduced themselves.

Tracy welcomed Sylvia to Executive Committee, chair of Communications Subcommittee

Tracy explained that we are interested in communicating with various groups on campus regarding Commission activities. This month, we are talking with Faculty Senate. Camie stated that we’d like to hear from Faculty Senate regarding their activities, how they might mesh with ours, and how we can assist.

**Discussion with Faculty Senate Chair**

Mike Babcock thinks our work is incredible. Faculty Senate is working on new Faculty Handbook. They are focusing on re-evaluating how things are working, particularly Promotion and Tenure. There is a 25% rule (25% of committee must be female). This tends to overburden female faculty as they must sit on proportionately more committees than male counterparts. The 25% representation requirement goes back to a lawsuit in the 1970s—per Leslie Taylor perhaps we don’t have to have female representation on all committees, just hiring. If the 25% rule goes away, what will replace it? Has worked with Jessie Smith. University encourages gender and racial diversity on all review committees, bias literacy training for all on committees. Bob Mokwa is talking to the Deans about this. Faculty Senate wants to assure that no one brings bias into committee decisions. Training needs to be real, meaningful and valid. We are making great progress, but there is a long way to go for gender equality.

Other options under consideration:

* 50% full professors rule could change to 50% tenured on committees. Mike will be talking to Provost about this.
* Last year 41% of tenure track positions at MSU were female.
* An equity advocate could be on a committee in lieu of overburdened individuals.
* How to handle female candidates with an all-male committee.

**Minutes from prior meeting** were approved.

**Debrief of full Commission Meeting**

The consensus was that the meeting was excellent. It was suggested that a bit more time be allowed for committees to meet. It might be better for committees to meet monthly, since many sub-committee members are not on the full commission. We could invite committee members to the business part of the meetings.

**Other Business**

* Sylvia Sparkman will work on invitation for the January 26, 2017 meeting. Get invitation out before end of semester with reminder in January. Use campus RSVP system. Last year, Maggie helped by making name tags. Guest list is still being developed—Unit Directors and Department Heads, HR, full commission and subcommittee members. 1.5 hours, SUB Ballroom B, with lunch. Camie will set up a planning meeting.
* Becca is looking at gender pay inequity, including differences between Professional and Classified. Classified pay scales have not been looked at since early 2000s.

**Committee Reports**

**Assessment**--Becca-- Looking at self-study process. Getting feedback from deans and department heads on Academic side. Interested in what is coming out of the year of diversity. Could have an impact on questions we ask. Working with Ian Godwin to get a report to bring back to this committee. Don’t have the same reporting capacity on non-academic side. G. Austin is on committee and is interested in writing a paper on research by gender. Departments are supposed to be working on diversity strategic planning.

**Recognition**—Betsy—Nominations are due by 10/31. Four nominations to date. Committee will meet and then collect data from candidates. They are meeting on Nov 21 or 22 to make decision. Geneva (ASMSU rep) will be on the committee. There will be a call for nominations for student awards in January. We can send out a reminder.

**Communication**—Sylvia—Meeting with Deb to learn the website later this week. Attended CMS training. Involved in moving to new location, so may not get much done this month.

**Announcements:**

Becca is co-chair elect with Helen for next year of PCOSUW.

ADVANCE update--Ian gave an update on Bias literacy training of faculty selection committees—hiring and P&T. Putting together a Search Toolkit. Inclusive language in advertising to ameliorate bias in search process. Going well, very intensive. Equity advocates are shadowing Ian and Jessie in the trainings, with the hope that they will conduct trainings in the future. Training takes about an hour. Would like to attend the last meeting of committees for follow-up prior to meeting with candidates. To remind committee to stick with required and preferred qualifications. Transitioning to Office of Institutional Equity. There is possibility of mass trainings, although not desirable. The current model seems to work well because unique issues can be addressed in training. It would be desirable to have another person in OIE office to be responsible for training or an addition investigator to enable Jyl to do training. Safe Zone training is facing the same challenges—not enough resources to conduct all the trainings needed.

Next meeting in November.

Thanks to all for attending.